



Informed Consent

The University of North Texas is committed to improving the climate at UNT for all faculty members. Under the direction of Provost Burggren, a Faculty Climate Task Force was formed in the spring of 2012 with the explicit purpose of examining what areas could be improved to make UNT a better place to work and to thrive for faculty.

The purpose of this survey is to learn ways in which the climate facilitates and hinders faculty satisfaction and productivity. Questions were developed to be specifically relevant to UNT by adapting items from climate surveys conducted at other universities and creating new items. The Task Force is comprised of faculty members representing every college and the Faculty Senate to ensure the results will be useful across campus. As a working group, the Task Force will identify and clarify areas in which the climate should be improved based on faculty experiences, propose solutions to any problems identified, and report the results to their constituents.

The survey covers many topics important to faculty members: recruitment and hiring; teaching; research, scholarship, and creative activities; service; merit and promotion evaluations; workload issues; mentoring; balance of work and personal life; general climate and fairness; and descriptive/demographic questions. Each section has an open-ended item to allow each person to give her or his thoughts and mention anything that was not covered.

The Cornell University Survey Research Institute is conducting this survey to protect individual faculty members and encourage you to give honest responses. However, given the relatively small numbers, it might be possible to identify a specific woman or member of a minority group. Therefore, it is critical that each of you accept our assurance: Individual level data will be protected such that no results will be reported to anyone at UNT or elsewhere unless there are at least five individuals in a group.

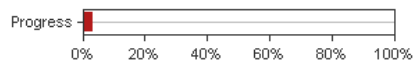
Because administrators (e.g., chairs, deans) will not have access to data from individuals, the risks are minimal. The primary risk consists of thoughts and feelings triggered by the survey questions. We expect benefits to accrue to both individual faculty members and to groups, by identifying problems and implementing ways to improve the work life of faculty.

Please feel free to contact Christy.Crutsinger@unt.edu (Vice Provost for Faculty Success) or Linda.Marshall@unt.edu (Professor of Psychology) if you have any questions, comments or concerns about this survey. You may also contact any member of the Provost's Faculty Climate Task Force: Mickey Abel (CVAD), Tracy Everbach (JOUR), Francisco Guzman (COB), Warren Henry (COM), Kuruvilla John (CEng), Mariela Nunez-Janes (PACS), Mike Sayler (COE), Sanjukta Pookulangara (CMHT), Jerry Wircenski (COI), and Mark Vosvick (Faculty Senate).

This research project has been reviewed and approved by the UNT Institutional Review Board. Contact the UNT IRB at 940-565-3940.

You are logged in for the first time!

[Continue to Survey](#)



Rank

[RANK] What is your rank?

- Full Professor
- Associate Professor
- Assistant Professor
- Lecturer, Senior Lecturer, Principal Lecturer
- Adjunct
- Other [RANK_SPEC] - Please specify:

[SRI Note: If "RANK" answered 'Full Professor', 'Associate Professor', or 'Assistant Professor', display "TENURESTATUS"]

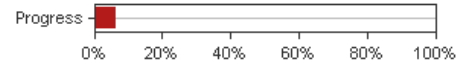
[TENURESTATUS] Are you...

- Tenured
- Tenure Track
- Non-Tenure Track

Previous

Next

Finish Later



Hiring

We want to start at the beginning—when you were hired. When thinking about this topic, try to remember how it was when you were hired and what it seems like now.

[HIRINGYEAR] What year were you hired as a full-time faculty member at UNT?

[SRI Note: If "RANK" answered 'Full Professor', 'Associate Professor', or 'Other', display "HIRETENURE"]

[HIRETENURE] Were you hired with tenure?

- Yes No

[HIRINGRANK] Were you hired as a(n)

- Full Professor
- Associate Professor
- Assistant Professor
- Lecturer
- Adjunct
- Other [HIRINGRANK_sp] - Please specify:

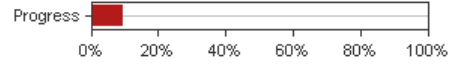
[HIRINGCONTRACT] Was the contract you accepted when you were hired

- the same as initial offer.
- better than initial offer (because of negotiation).
- worse than initial offer.

Previous

Next

Finish Later



Hiring (cont'd)

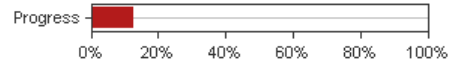
[HIRINGLIVING] Were you living in the DFW Metroplex when you applied for your job?

- Yes
- No, but I had family or friends here or was raised in this area
- No, but I lived within a 150 mile radius of DFW Metroplex
- No, lived further than 150 miles away

[SRI Note: If "RANK" answered 'Lecturer', "HIRINGSATIS5" and "HIRINGSATIS6" were skipped]

How satisfied were you with the following hiring factors?

| | Very dissatisfied | Dissatisfied | Satisfied | Very satisfied |
|--------------------------------------------------------------------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| [HIRINGSATIS1] The overall hiring process | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [HIRINGSATIS2] Faculty's efforts to meet and recruit you to UNT | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [HIRINGSATIS3] The quality of information about responsibilities associated with the position | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [HIRINGSATIS4] Your initial salary | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [HIRINGSATIS5] Your start-up package | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [HIRINGSATIS6] Negotiations about your salary and start-up package | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |



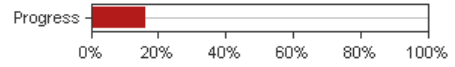
Hiring (cont'd)

[HIRINGSIT] Which of the following applies to your hiring situation?

- Your spouse or partner negotiated for you to be hired at UNT.
- You negotiated for your spouse or partner to be hired at UNT.
- I had/have no spouse at UNT.

Please rate your level of agreement with each statement about how faculty hiring is done in your department.

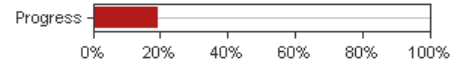
| <i>Hiring in my department...</i> | Strongly disagree | Disagree | Agree | Strongly agree | Do not know |
|----------------------------------------------------------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| [HIRINGDEPT1] is conducted fairly. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [HIRINGDEPT2] has established and clearly communicated criteria. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [HIRINGDEPT3] is consistent for all applicants for a position. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [HIRINGDEPT4] includes a conscious effort to generate a diverse pool of applicants. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |



Hiring (cont'd)

Please indicate how often the following groups are actively recruited during a search process:

| | <i>Actively recruited</i> | | | |
|-----------------------------------------------------------------|---------------------------|-----------------------|-----------------------|-----------------------|
| | Never | Sometimes | Always | Do not know |
| [HIRINGSRCH1] Women | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [HIRINGSRCH2] Men | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [HIRINGSRCH3] African Americans | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [HIRINGSRCH4] Asian Americans | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [HIRINGSRCH5] Latino/as | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [HIRINGSRCH6] People from countries other than US and Canada | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [HIRINGSRCH7] People of other racial/ethnic/cultural groups | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [HIRINGSRCH8] Lesbian, gay and bisexual people | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [HIRINGSRCH9] Transgender people | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [HIRINGSRCH10] People with disabilities | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [HIRINGSRCH11] People who hold Christian beliefs | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [HIRINGSRCH12] People who do not hold Christian beliefs | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |



Hiring (cont'd)

[HIRINGOFFERS] Please give your opinion concerning the practice of getting offers and counter offers to increase salary or resources.

[HIRINGOUTSIDE] Have you ever had a formal or informal outside job offer that you took to your dean or chair?

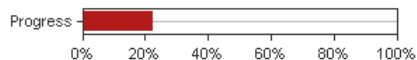
- Yes No

[HIRINGCOMNT] Please use this space to make other comments regarding hiring practices.

Previous

Next

Finish Later



Teaching

The following questions are about teaching at UNT.

Please rate your level of agreement with each of the following statements about teaching in your department.

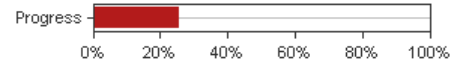
| | Strongly disagree | Disagree | Agree | Strongly agree | Do not know |
|----------------------------------------------------------------------------------------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| [TEACHING1] My colleagues and I have informal conversations about teaching. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [TEACHING2] Development and improvement in teaching skills is valued. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [TEACHING3] Classes are assigned fairly. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [TEACHING4] My teaching load is fair. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [TEACHING6] Work with faculty-led study abroad programs is valued. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [TEACHING7] Work with community-based or service learning projects is valued. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [TEACHING8] Mentoring undergraduate students is valued. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [TEACHING9] Mentoring graduate students is valued. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [TEACHING10] Mentoring underrepresented students is valued. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [TEACHING11] I spend much more time talking to and informally mentoring students than do others in my department. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [TEACHING12] Undergraduate students treat me appropriately. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [TEACHING13] Graduate students treat me appropriately. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

[TEACHINGCOMNT] Please use this space to make other comments regarding teaching.

Previous

Next

Finish Later



[SRI Note: If "RANK" answered 'Lecturer', this page was skipped]

Research, Scholarship, and Creative Activities

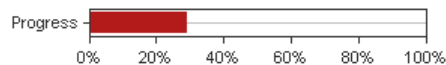
The following questions are regarding scholarship at UNT. Unless otherwise specified, the term scholarship/research is meant to refer to the variety of ways faculty are engaged in contributing to the breadth and/or depth of knowledge or experience in their discipline.

[RESEARCHVALUE] Think about the value of your own creativity/scholarship/research in your department. In comparison to your colleagues, how much does your department value your scholarship/research?

Undervalued
 Somewhat undervalued
 Valued equally
 Somewhat valued
 Very highly valued

How often do you discuss your research with each of the following individuals?

| | Never | Rarely (1-2 times/year) | Sometimes (4-5 times/semester) | Often (weekly) | Very often (daily) | I am the chair (N/A) |
|--------------------------------------------------------|-----------------------|-------------------------|--------------------------------|-----------------------|-----------------------|-----------------------|
| [RESEARCHDISC1] Your chair | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [RESEARCHDISC2] Faculty in your department | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | |
| [RESEARCHDISC3] Faculty in other departments at UNT | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | |
| [RESEARCHDISC4] Faculty at other universities | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | |



[SRI Note: If "RANK" answered 'Lecturer', this page was skipped]

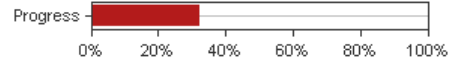
Research, Scholarship, and Creative Activities (cont'd)

How much do you agree with each of the statements below?

| | Strongly disagree | Disagree | Agree | Strongly agree | Do not know |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| [RESEARCHCOLLAB1] Interdisciplinary creativity/scholarship/research is valued in my department. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [RESEARCHCOLLAB2] Interdisciplinary creativity/scholarship/research is rewarded in my department. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [RESEARCHCOLLAB3] UNT provides the needed infrastructure for interdisciplinary work. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [RESEARCHCOLLAB4] I sometimes collaborate with members of my department. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [RESEARCHCOLLAB5] My collaborations with people outside my department or the university are usually better than collaborations with department colleagues. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [RESEARCHCOLLAB6] When people in the department are working on something related to my expertise, they ask for my input. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [RESEARCHCOLLAB7] I find my research collaborations rewarding. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

[RESEARCHCOMNT] Please use this space to make other comments regarding creativity/scholarship/research.

Previous
Next
Finish Later



Service

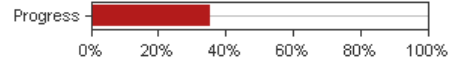
Service activities and participation in governance are an important part of a faculty member's job. Some of these activities are formal and recognized and other service activities are "extras" that are not acknowledged or reported. The following questions are regarding service at UNT.

[SERVICEASSIG] In my department, committee assignments are made fairly.

Strongly disagree Disagree Neither agree nor disagree Agree Strongly agree

Using the scale below, please complete the statements while thinking of your department.

| | Much less | Somewhat less | About the same | Somewhat more | Much more |
|-----------------------------------------------------------------------------------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| [SERVICECOMP1] Overall, the amount of service you do is ___ than others of your rank. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [SERVICECOMP2] The actual service you do is ___ than you report for merit evaluations. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [SERVICECOMP3] The service expectations for you are ___ than expectations for others within your department. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |



Service (cont'd)

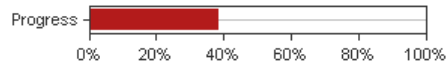
[SERVICCOLLEAG] If your colleagues knew how much service you actually do, they would

Strongly disapprove
 Disapprove
 Approve
 Strongly approve

Think of all the service activities you actually do (i.e. 100% of your service), including formal and recognized activities as well as informal activities.

| <i>How much of your service is ...</i> | None of it | Some of it | Most of it | All of it |
|------------------------------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| [SERVICEREQ1] Required | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [SERVICEREQ2] Recognized by the chair and/or colleagues | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [SERVICEREQ3] Rewarded | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [SERVICEREQ4] Not talked about/kept from colleagues | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

[SERVICCOMNT] Please use this space to make other comments regarding service.



Annual Evaluations and Merit Reviews

The following questions are regarding evaluations and merit reviews at UNT. Merit reviews are conducted by department chairs and personnel affairs committees. These are done annually after faculty turn in updates.

[MERITFEEDBACK] Do you regularly receive specific feedback from your merit reviews?

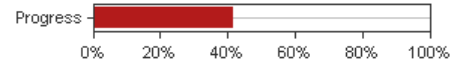
- Yes
- No, I do not get feedback
- No, I do not get merit reviews

[SRI Note: If "MERITFEEDBACK" answered 'Yes', display "MERITCHAIR" and "MERITPAC"]

Think about the feedback you receive from merit reviews. Is the evaluation you receive...

| | Given by your Department Chair | | | | | | Given by your departmental Personnel Affairs Committee or its chair | | | | | |
|-------------------------------------------|--------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|---------------------------------------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| | Almost Never | Almost never | Sometimes | Almost always | Always | Not applicable | Almost Never | Almost never | Sometimes | Almost always | Always | Not applicable |
| [MERITCHAIR1] [MERITPAC1] Helpful | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [MERITCHAIR2] [MERITPAC2] Clear | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [MERITCHAIR3] [MERITPAC3] Accurate | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [MERITCHAIR4] [MERITPAC4] Constructive | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

[MERITCOMNT] Please use this space to make other comments regarding annual evaluations and merit reviews.



[SRI Note: This page displayed if "RANK" answered 'Full Professor', 'Associate Professor', or 'Assistant Professor']

Promotion

Promotion at UNT has never been systematically studied until now. The next section seeks information about your promotion experiences.

[SRI Note: If "RANK" answered 'Assistant Professor' or 'Associate Professor', display "PROMOEARLY"]

[PROMOEARLY] Did you seriously consider going up "early" for tenure and promotion to associate professor?

- Yes No

[SRI Note: If "RANK" answered 'Assistant Professor', display "PROMOFEEDBACK"]

[PROMOFEEDBACK] How often do you receive feedback specific to promotion and tenure issues?

- Never
 Occasionally
 At least once a year
 More than once a year

[SRI Note: If "RANK" answered 'Full Professor', 'Associate Professor', or 'Assistant Professor', display "PROMOSTART" and "PROMOWDRAWL"]

[PROMOSTART] Did you ever start the process for promotion, but not complete it to the final decision point?

- Yes No

[PROMOWDRAWL] Did you go up for promotion, after withdrawing from the process or after being turned down at an earlier time?

- Yes No

[SRI Note: If "PROMOWDRAWL" answered 'Yes', display "PROMOLATER"]

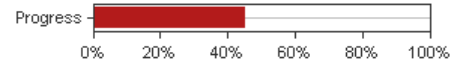
[PROMOLATER] If so, were you promoted at that time?

- Yes No

Previous

Next

Finish Later



[SRI Note: This page displayed if "RANK" answered 'Full Professor', 'Associate Professor', or 'Assistant Professor']

Promotion (cont'd)

[SRI Note: If "RANK" answered 'Full Professor', question text for "PROMOIMPORT" was 'How important was it to you to achieve the rank of full professor?']

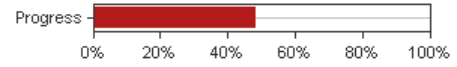
[PROMOIMPORT] How important is it to you to achieve the rank of full professor?

Not at all important
 Somewhat unimportant
 Somewhat important
 Very important

[SRI Note: If "RANK" answered 'Full Professor' and "HIRINGRANK" not answered 'Full Professor', display "PROMOFACTORS"]

How much did the following factors affect your decision to apply for promotion to full professor at UNT?

| | None | Little | Some | A lot |
|---------------------------------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| [PROMOFACTORS1] I believed I was ready. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [PROMOFACTORS2] A colleague thought I should. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [PROMOFACTORS3] My chair thought I should. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [PROMOFACTORS4] My dean thought I should. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [PROMOFACTORS5] One or more people did not think I should. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [PROMOFACTORS6] No one ever talked to me about it. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [PROMOFACTORS7] I needed to make a better salary. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |



[SRI Note: This page displayed if "RANK" answered 'Assistant Professor']

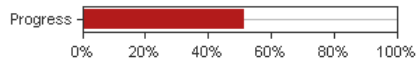
Promotion (cont'd)

Please address the following issues about tenure and promotion to Associate Professor.

| | Strongly disagree | Disagree | Agree | Strongly agree | Do not know |
|--------------------------------------------------------------------------------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| [TENUREPROMOASC1] Members of my department give me helpful advice. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [TENUREPROMOASC2] The tenure and promotion requirements are very clear. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [TENUREPROMOASC3] The tenure and promotion process is fair and consistent. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [TENUREPROMOASC4] It is difficult to know exactly what I should be doing to be promoted. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [TENUREPROMOASC5] I am reluctant to talk about controversial issues because it might affect my promotion. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [TENUREPROMOASC6] I am comfortable asking about performance expectations. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [TENUREPROMOASC7] I feel like I have control over whether I will be promoted. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [TENUREPROMOASC8] Good mentoring is critical to my being promoted. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

[TENUREPROMOLIKELY] How likely are you to be promoted?

Very unlikely
 Unlikely
 Likely
 Very likely
 Do not know



[SRI Note: This page was skipped if "RANK" answered 'Adjunct' or 'Other']

Promotion (cont'd)

[SRI Note: If "RANK" answered 'Associate Professor' or 'Lecturer', display "PROMOFULLISSUES"]

[SRI Note: If "RANK" answered 'Lecturer', question text for "PROMOFULLISSUES" was 'Please address the following issues about promotion']

Please address the following issues about promotion to Full Professor.

| | Strongly disagree | Disagree | Agree | Strongly agree | Do not know |
|---------------------------------------------------------------------------------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| [PROMOFULLISSUES1] Members of my department give me helpful advice. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [PROMOFULLISSUES2] The requirements are very clear. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [PROMOFULLISSUES3] The promotion process is fair and consistent. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [PROMOFULLISSUES4] It is difficult to know exactly what I should be doing to be promoted. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [PROMOFULLISSUES5] I am reluctant to talk about controversial issues because it might affect my promotion. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [PROMOFULLISSUES6] I am comfortable asking about performance expectations. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [PROMOFULLISSUES7] I feel like I have control over whether I will be promoted. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [PROMOFULLISSUES8] Good mentoring is critical to my being promoted. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

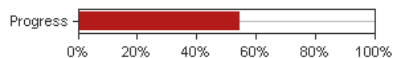
[SRI Note: If "RANK" answered 'Associate Professor', display "PROMOFULLIKELY"]

[PROMOFULLIKELY] How likely are you to receive promotion to full professor?

Very unlikely
 Unlikely
 Likely
 Very likely
 Do not know

[PROMOOTHER] Please use this space to make other comments regarding the promotion process.

[Previous](#) [Next](#)
[Finish Later](#)



Workload

The following questions are regarding workload at UNT.

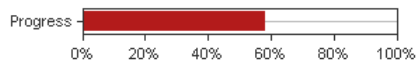
Please choose the proportion of time you spent working during the 2011-2012 academic year for each of the following. For new faculty, choose the proportion of time you spent working during the fall 2012 semester.

| | Much less than other people | Somewhat less than other people | About the same as other people | Somewhat more than other people | Much more than other people | Do not know |
|----------------------------------------------------------------------------------------------------------------------|-----------------------------|---------------------------------|--------------------------------|---------------------------------|-----------------------------|-----------------------|
| [WRKLOADPROPORT1] Preparing to teach assigned courses, labs, etc. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [WRKLOADPROPORT2] Teaching the assigned courses, labs, studios and communicating with those students | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [WRKLOADPROPORT3] Teaching or mentoring students in any type of independent study, master theses or dissertations | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [WRKLOADPROPORT4] Formally advising students | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [WRKLOADPROPORT5] Advising or mentoring "extra" students who seek you out, not those assigned to you | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [WRKLOADPROPORT6] Conducting your scholarly activities (i.e., research, composing, etc.) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [WRKLOADPROPORT7] Writing proposals (e.g., grants) to conduct your research/scholarship/creative activities | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [WRKLOADPROPORT8] Providing peer reviewing (i.e., reviewing the scholarly or creative work of others) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [WRKLOADPROPORT9] External paid consulting | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [WRKLOADPROPORT10] Mentoring other faculty | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [WRKLOADPROPORT11] Committee, administrative, or governance work inside your department | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [WRKLOADPROPORT12] Committee work at the college or university level | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [WRKLOADPROPORT13] Outreach or community service | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [WRKLOADPROPORT14] Advising or working with student organizations | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Previous

Next

Finish Later



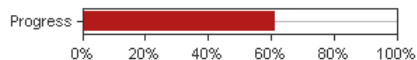
Workload (cont'd)

For the academic year 2011-12, compare your workload with the workload of your colleagues. For new faculty, use the fall 2012 semester as your reference. Who has...

| | My colleagues more than me | About the same for me and my colleagues | More for me than for my colleagues |
|----------------------------------------------------------------------------|----------------------------|-----------------------------------------|------------------------------------|
| [WORKLOADCOMP1] been most satisfied with their workload? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [WORKLOADCOMP2] spent the most time with students? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [WORKLOADCOMP3] spent most of their time in scholarly or artistic work? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [WORKLOADCOMP4] been expected to do more committee work? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [WORKLOADCOMP5] been expected to spend more time with students? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

[WORKLOADCOMNT] Please use this space to make other comments regarding workload.

Previous
Next
Finish Later



Resources

The next few questions refer to any and all tangible and intangible resources you believe UNT should provide for you to effectively do your teaching, research/scholarship/artistic, and service activities. The following questions are regarding resources at UNT.

How easy is it for you to get what you need for...

| | Very difficult | Difficult | Easy | Very easy | Not applicable |
|------------------------------------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| [RESOURCESACCESS1] acceptable teaching schedule | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [RESOURCESACCESS2] scholarly and creative activities | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [RESOURCESACCESS3] office, lab, practice, or production space | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [RESOURCESACCESS4] equipment or supplies UNT should provide | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [RESOURCESACCESS5] time for dealing with personal matters | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [RESOURCESACCESS6] professional travel | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [RESOURCESACCESS7] responsibilities to the profession | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [RESOURCESACCESS8] help seeking external funding | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

How satisfied are you with the distribution of the following in your department?

| | Very dissatisfied | Dissatisfied | Satisfied | Very satisfied |
|---------------------------------------------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| [RESOURCESSATIS1] Office space | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [RESOURCESSATIS2] Space for research, scholarly or creative activities | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [RESOURCESSATIS3] Travel funds | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [RESOURCESSATIS4] Course assignments | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [RESOURCESSATIS5] Clerical, technical, or administrative support | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

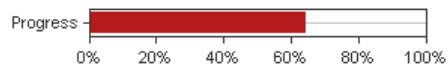
[RESOURCESCOMNT] Please use this space to make other comments regarding resources.

Previous

Next

Finish Later

If you have questions or require technical assistance with this survey, please [email](#) the Survey Research Institute at Cornell University or call 1-888-367-8404.



Mentoring

The next several questions are about formal and informal mentoring as it exists at UNT and your beliefs about mentoring. Mentoring is not just for new or junior faculty; it can be useful throughout someone's career.

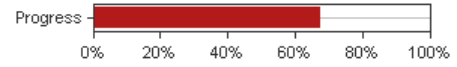
How important is mentoring for each of the following areas?

| | Not at all important | Less important | Important | Very important |
|--------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| [MENTORINGIMPORT1] To learn how things are done at UNT (e.g., where to go for various types of information, the types of resources available, etc.) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [MENTORINGIMPORT2] To learn how to get along in your department or college (i.e., the "politics" or unwritten "rules") | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [MENTORINGIMPORT3] To improve teaching or manage students | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [MENTORINGIMPORT4] To improve research/ or scholarly/artistic activities | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [MENTORINGIMPORT5] To move into leadership positions | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Previous

Next

Finish Later



Mentoring (cont'd)

[MENTORINGOTHERS] Have you ever mentored another faculty member at UNT?

- Yes
- No

[MENTORINGBYANOTHER] Have you been mentored by another faculty member at UNT?

- Yes
- No

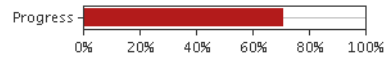
[SRI Note: If "MENTORINGBYANOTHER" answered 'Yes', display "MENTORINGTYPES"]

If you have had mentoring at UNT in the past 5 years, please select all that apply:

| | Yes | No | Not mentored in past 5 years (N/A) |
|------------------------------------------------------------------------------|-----------------------|-----------------------|------------------------------------|
| [MENTORINGTYPES1] One or more mentors were assigned to me. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [MENTORINGTYPES2] Faculty offered to mentor me. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [MENTORINGTYPES3] I chose my mentor(s). | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [MENTORINGTYPES4] I am very satisfied with the mentoring I have received. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

[MENTORINGCOMNT] Please use this space to make other comments regarding mentoring.

- Previous
- Next
- Finish Later



Work/Family Balance

Personal life and work life can complement each other or interfere with each other. This section is to learn about these issues.

[WORKFAMILYSPOUSE] Is your spouse or significant other

- unemployed by choice, including retired
- unemployed, but not by choice
- a professor at UNT
- an administrator or staff member at UNT
- a professor elsewhere
- working in primary or secondary education
- working in another field [WORKFAMILYSPOUSE_sp] - Please specify:
- do not have a spouse/significant other

[SRI Note: If "WORKFAMILYSPOUSE" not answered 'Do not have a spouse/significant other', display "WORKFAMILYTIME1" and "WORKFAMILYTIME2"]

[WORKFAMILYTIME1] How often does your workload affect the amount of time you spend with your spouse or significant other?

- None
- Some
- Quite a bit
- A great deal

[WORKFAMILYTIME2] How often does your spouse or significant other's workload affect the amount of time they spend with you?

- None
- Some
- Quite a bit
- A great deal

[SRI Note: If "WORKFAMILYSPOUSE" answered 'Do not have a spouse/significant other', display "WORKFAMILYMEET"]

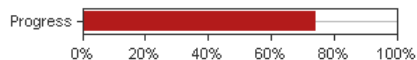
[WORKFAMILYMEET] Does your work at UNT make it difficult or easy to meet potential life partners?

- Very difficult
- Difficult
- Easy
- Very easy

Previous

Next

Finish Later



Work/Family Balance (cont'd)

The following are possible sources of stress for faculty. Rate the amount of stress you feel about each one.

| | None | Very little | Some | A great deal |
|---------------------------------------------------------------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| [WORKFAMILYSTRESS1] household responsibilities | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [WORKFAMILYSTRESS2] childcare | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [WORKFAMILYSTRESS3] caring for someone who is ill, disabled, aging or with special needs | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [WORKFAMILYSTRESS4] your health | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [WORKFAMILYSTRESS5] cost of living | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [WORKFAMILYSTRESS6] meeting work expectations | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [WORKFAMILYSTRESS7] the way your personal life and work interfere with each other | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [WORKFAMILYSTRESS8] having a successful academic/artistic career | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [WORKFAMILYSTRESS9] your salary | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [WORKFAMILYSTRESS10] faculty morale in your department | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [WORKFAMILYSTRESS11] subtle discrimination | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [WORKFAMILYSTRESS12] prospects for tenure | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [WORKFAMILYSTRESS13] prospects for promotion | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [WORKFAMILYSTRESS14] leadership opportunities | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [WORKFAMILYSTRESS15] the amount of support in your work environment | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [WORKFAMILYSTRESS16] acceptance for people like you | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [WORKFAMILYSTRESS17] the racial, ethnic or cultural climate at UNT | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [WORKFAMILYSTRESS18] opportunities to have a happy social life | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [WORKFAMILYSTRESS19] time to do your research/scholarship/creative activities | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [WORKFAMILYSTRESS20] time to spend with students | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [WORKFAMILYSTRESS21] time to spend with your spouse or significant other | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [WORKFAMILYSTRESS22] time to spend with your children or other family members | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

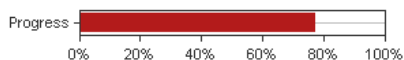
[WORKFAMILYCOMNT] Please use this space to make other comments regarding work/life balance.

Previous

Next

Finish Later

If you have questions or require technical assistance with this survey, please [email](#) the Survey Research Institute at Cornell University or call 1-888-367-8404.



Diversity

The following questions are regarding diversity at UNT.

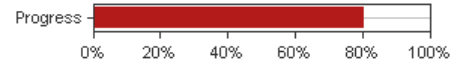
Try not to think about any specific individual, just give your general sense of how comfortable a new faculty member would be in your department if she or he were

| | Very uncomfortable | Uncomfortable | Comfortable | Very comfortable | Do not know |
|------------------------------------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| [DIVCOMFFACULTY1] white | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [DIVCOMFFACULTY2] gay/lesbian | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [DIVCOMFFACULTY3] bisexual | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [DIVCOMFFACULTY4] transgendered | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [DIVCOMFFACULTY5] African American | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [DIVCOMFFACULTY6] Latino | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [DIVCOMFFACULTY7] Native American | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [DIVCOMFFACULTY8] Asian American (raised in the U.S.) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [DIVCOMFFACULTY9] from an English speaking country | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [DIVCOMFFACULTY10] from an Asian country | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [DIVCOMFFACULTY11] from a western European country | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [DIVCOMFFACULTY12] from a central or eastern European country | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [DIVCOMFFACULTY13] from a Middle Eastern country | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [DIVCOMFFACULTY14] differently abled (i.e., disabled) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [DIVCOMFFACULTY15] Christian | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [DIVCOMFFACULTY16] religious but not Christian | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [DIVCOMFFACULTY17] agnostic or atheistic | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Previous

Next

Finish Later

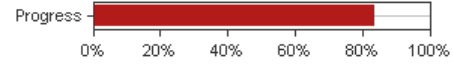


Diversity (cont'd)

Students at UNT...

| | Strongly disagree | Disagree | Agree | Strongly agree | Do not know |
|----------------------------------------------------------------------------------------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| [DIVCOMFSTUDENT1] treat women faculty differently than men. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [DIVCOMFSTUDENT2] act like they do not respect women as much as men. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [DIVCOMFSTUDENT3] treat minority group faculty differently than they do U.S. born white faculty. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [DIVCOMFSTUDENT4] act like they do not respect minority group faculty as much as they do U.S. born white faculty. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

[DIVERSITYCOMNT] Please use this space to make other comments regarding diversity.



Satisfaction

The following questions are regarding satisfaction at UNT.

How likely would you be to...

| | Very unlikely | Unlikely | Undecided | Likely | Very likely |
|------------------------------------------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| [SATISFACTION1] work at UNT, knowing what you know now. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [SATISFACTION2] become a faculty member, knowing what you know now. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [SATISFACTION3] leave UNT if it were not for family issues. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

How often have you?

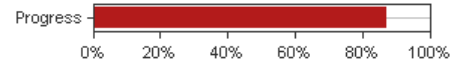
| | Never, or a few times | Many times | Almost every month | Almost every week | Almost every day |
|---------------------------------------------------------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| [QUIT1] considered quitting your job for another faculty position elsewhere. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [QUIT2] considered quitting for a different type of position, not at a university. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [QUIT3] researched faculty opportunities elsewhere. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [QUIT4] researched universities for other types of positions. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [QUIT5] wished you had a non-academic job. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

[SATISFACTIONCOMNT] Please use this space to make other comments regarding satisfaction.

Previous

Next

Finish Later



Climate and Fairness

Climate refers to the current attitudes, behaviors, and standards of faculty concerning the level of respect for individual needs, abilities and potential. The following questions are regarding climate and fairness at UNT.

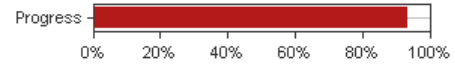
The following question refers to the climate at UNT for faculty who are members of underrepresented groups, including underrepresentation based on race, sexual orientation, gender, religion, spiritual beliefs, country of origin, differently abled, etc. Please indicate if you agree or disagree with each statement.

| | Strongly disagree | Disagree | Agree | Strongly agree | Do not know |
|--------------------------------------------------------------------------------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| [CLIMATE1] Faculty from underrepresented groups are treated fairly at UNT. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [CLIMATE2] During the last two years subtle discrimination has been a source of stress. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [CLIMATE3] There is too much conflict at UNT related to underrepresented groups. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [CLIMATE4] UNT should hire more faculty from underrepresented groups. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| [CLIMATE5] Information about underrepresented groups should be more strongly reflected in the curriculum. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

| | | | | | | | | | | | |
|---------------------------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|----------------------------------|
| collegial [CLIMATEDESCRIPT21] | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | contentious |
| weak [CLIMATEDESCRIPT22] | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | strong |
| seeks the collective good [CLIMATEDESCRIPT23] | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | seeks individual advantage |
| I feel empowered [CLIMATEDESCRIPT24] | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | I feel discouraged |
| communicative [CLIMATEDESCRIPT25] | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | reserved |
| formal [CLIMATEDESCRIPT26] | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | casual |
| improving [CLIMATEDESCRIPT27] | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | regressing |
| makes decisions without me [CLIMATEDESCRIPT28] | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | involves me in decisions |
| makes derogatory comments [CLIMATEDESCRIPT29] | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | is not derogatory |
| unfair [CLIMATEDESCRIPT30] | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | fair |
| condescend or talk down to me [CLIMATEDESCRIPT31] | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | treated as an equal |
| accept my ideas [CLIMATEDESCRIPT32] | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | reject my ideas |
| cold [CLIMATEDESCRIPT33] | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | warm |

[CLIMATECOMNT] Please use this space to make other comments regarding climate and fairness.

Previous
Next
Finish Later



Demographics

The remaining questions are concerning demographics. To ensure that the results are useful, it is important to be able to see how different groups compare to each other now and over time. Please describe yourself in this section.

[DEMOEMPLOY] Upon completion of your degree, did you have full-time employment?

- Yes No

[SRI Note: If "DEMOEMPLOY" answered 'Yes', display "DEMODEGREE"]

[DEMODEGREE] Prior to your employment at UNT, where did you work after completing your terminal degree?

- Another University
 Secondary Education
 Business Industry
 Public Service Industry
 Other [DEMODEGREE_sp] - Please specify:

[SRI Note: If "DEMODEGREE" answered 'Another university', display "DEMOPOSITION"]

[DEMOPOSITION] What was your position at the university?

- Administrative Position
 Associate Dean
 Dean
 Faculty member
 Staff member
 Other [DEMOPOSITION_sp] - Please specify:

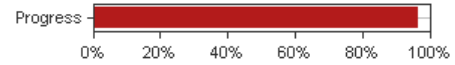
[DEMOADMINPOSITION] Have you ever had an administrative position as a chair or higher?

- Yes No

Previous

Next

Finish Later



Demographics (cont'd)

[DEMOYEARDEGREE] In what year did you receive your most recent degree?

[DEMORANKYEARS] How many years have you had your current rank?

- 0-5 years
- 6-10 years
- 11-15 years
- 16-20 years
- Over 20 years

[DEMOGENDER] Would you describe your gender as

- Male
- Female
- Transgender

Please check the racial group you identify with. (Select as many as apply.)

- [DEMORACIAL1] American Indian or Alaska Native
- [DEMORACIAL2] Asian
- [DEMORACIAL3] Black or African American
- [DEMORACIAL4] Hispanic or Latino
- [DEMORACIAL5] Native Hawaiian of Other Pacific Islander
- [DEMORACIAL6] White
- [DEMORACIAL7] Other [DEMORACIAL7_sp] - Please specify:

[DEMOMARITAL] What is your marital status?

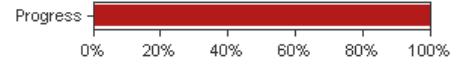
- single, never married
- married and living together
- married but living in different cities
- living as if married
- separated
- divorced
- widowed

Previous

Next

Finish Later

If you have questions or require technical assistance with this survey, please [email](#) the Survey Research Institute at Cornell University or call 1-888-367-8404.



Demographics (cont'd)

[DEMOFIRSTLANGAGE] Is English your first language?

- Yes
- No

[DEMOCITIZENSHIP] Identify your U.S. citizenship.

- U.S. born citizen
- Naturalized U.S. citizen
- Permanent Resident
- Foreign National
- Other [DEMOCITIZENSHIP_sp] - Please specify:

[DEMOORIENT] What is your sexual orientation?

- Bisexual
- Gay or lesbian
- Heterosexual

[DEMORELIGION] Do you consider yourself to be a member of a religious minority at UNT?

- Yes
- No

[DEMODEPENDENTS] How many dependents (e.g., children, disabled adult children, elderly parents) are currently living at home with you?

[SRI Note: If "DEMODEPENDENTS" answered between 1-10, display "What are their ages?", corresponding number of age questions, and "DEMODIFFABLED"]

What are their ages?

[DEMOAGE1] Dependent 1:

[DEMOAGE2] Dependent 2:

[DEMOAGE3] Dependent 3:

[DEMOAGE4] Dependent 4:

[DEMOAGE5] Dependent 5:

[DEMOAGE6] Dependent 6:

[DEMOAGE7] Dependent 7:

[DEMOAGE8] Dependent 8:

[DEMOAGE9] Dependent 9:

[DEMOAGE10] Dependent 10:

[DEMODIFFABLED] Are any of these dependents differently abled?

- Yes No

Previous

Submit Survey

Finish Later

If you have questions or require technical assistance with this survey, please [email](#) the Survey Research Institute at Cornell University or call 1-888-367-8404.



Cornell University
Survey Research Institute

University of North Texas Climate Survey

Thank you for taking the time to complete this survey.

Your survey has been submitted, please close your browser.

If you have questions or require technical assistance with this survey, please [email](#) the Survey Research Institute at Cornell University or call 1-888-367-8404.