

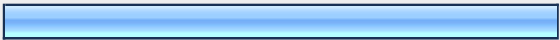





UTD Survey on Faculty Advancement and Faculty Life


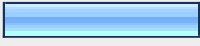
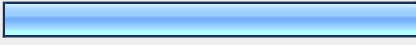
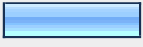


1. UTD Survey on Faculty Advancement and Faculty Life You are invited to participate in the UT-Dallas Survey on Faculty Advancement and Faculty Life. This survey will provide you with the opportunity to express your views about professional advancement and satisfaction with the work environment at UTD. The survey will take approximately 20 minutes to complete. We hope to have the survey completed by Friday, November 9th. Your participation really is vital to the success of the survey. You should find it to be enjoyable, and your answers will be completely confidential and reported only in the aggregate. When pooled with answers from other survey participants, the results will be a valuable source of information about faculty advancement and the quality of faculty life, and they will provide feedback about how to improve faculty life at UTD. If you have any questions about the survey, then please contact the UTD Center for Behavioral and Experimental Economic Science (cbees@utdallas.edu or 972-883-4880). Thank you in advance for your help with this important survey.

		Response Percent	Response Count
Please indicate that you are willing to complete this survey by ticking the box on the left.		100.0%	136
	<i>answered question</i>		136
		<i>skipped question</i>	0


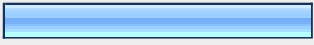
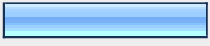
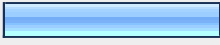


2. Please think for a moment about the quality of home life, and the quality of work life at UTD. Would you agree or disagree that... In general, the quality of life in North Texas is good.

		Response Percent	Response Count
Strongly agree		28.7%	39
Agree		61.0%	83
Neither agree nor disagree		5.9%	8
Disagree		3.7%	5
Strongly disagree		0.7%	1
Don't know		0.0%	0
		<i>answered question</i>	136
		<i>skipped question</i>	0

3. UTD cares about the family or home life of its faculty.

		Response Percent	Response Count
Strongly agree		3.7%	5
Agree		21.3%	29
Neither agree nor disagree		45.6%	62
Disagree		14.7%	20
Strongly disagree		13.2%	18
Don't know		1.5%	2
		answered question	136
		skipped question	0

4. It is difficult to have a personal life and to be promoted or to earn tenure at UTD.

		Response Percent	Response Count
Strongly agree		7.4%	10
Agree		33.8%	46
Neither agree nor disagree		22.1%	30
Disagree		23.5%	32
Strongly disagree		7.4%	10
Don't know		5.9%	8
		answered question	136
		skipped question	0


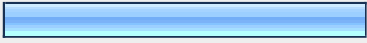

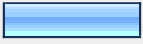


5. Having children is very important to me.

		Response Percent	Response Count
Strongly agree		54.1%	73
Agree		28.1%	38
Neither agree nor disagree		10.4%	14
Disagree		3.7%	5
Strongly disagree		3.0%	4
Don't know		0.7%	1
		answered question	135
		skipped question	1


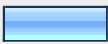
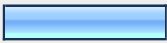
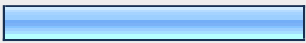


6. My family or personal responsibilities have slowed my advancement at UTD.

		Response Percent	Response Count
Strongly agree		5.1%	7
Agree		23.5%	32
Neither agree nor disagree		21.3%	29
Disagree		35.3%	48
Strongly disagree		11.8%	16
Don't know		2.9%	4
		answered question	136
		skipped question	0


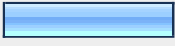
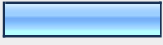
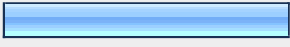


7. Faculty members in my School respect the responsibilities and the roles that I have outside of work.

		Response Percent	Response Count
Strongly agree		5.9%	8
Agree		39.7%	54
Neither agree nor disagree		27.9%	38
Disagree		14.7%	20
Strongly disagree		7.4%	10
Don't know		4.4%	6
		answered question	136
		skipped question	0

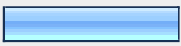
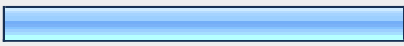
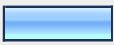
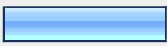


8. I have seriously considered leaving my current job in order to achieve a better balance between my personal life and my professional life.

		Response Percent	Response Count
Strongly agree		9.6%	13
Agree		11.0%	15
Neither agree nor disagree		17.6%	24
Disagree		33.1%	45
Strongly disagree		27.9%	38
Don't know		0.7%	1
		answered question	136
		skipped question	0



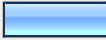


9. I would be interested in working in a part-time faculty position if benefits such as health care were available.

		Response Percent	Response Count
Strongly agree		4.4%	6
Agree		18.5%	25
Neither agree nor disagree		17.0%	23
Disagree		31.1%	42
Strongly disagree		26.7%	36
Don't know		2.2%	3
<i>answered question</i>			135
<i>skipped question</i>			1


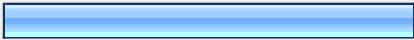




10. People have various ideas about the kinds of resources that are necessary to do their research and/or teaching. What about you? Please say whether you agree or disagree that... I have the equipment and supplies that I need to do my job effectively at UTD.

		Response Percent	Response Count
Strongly agree		19.1%	26
Agree		44.1%	60
Neither agree nor disagree		11.8%	16
Disagree		17.6%	24
Strongly disagree		6.6%	9
Don't know		0.7%	1
<i>answered question</i>			136
<i>skipped question</i>			0

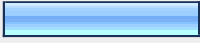
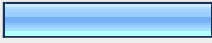

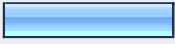
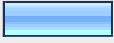

11. I do not have the classroom, laboratory, or office space that I need to do my job at UTD.

		Response Percent	Response Count
Strongly agree		10.3%	14
Agree		16.2%	22
Neither agree nor disagree		11.0%	15
Disagree		36.8%	50
Strongly disagree		25.7%	35
Don't know		0.0%	0
answered question			136
skipped question			0


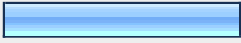

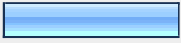
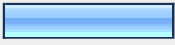

12. UTD supports faculty efforts to get external funds for research projects.

		Response Percent	Response Count
Strongly agree		12.6%	17
Agree		45.2%	61
Neither agree nor disagree		14.1%	19
Disagree		18.5%	25
Strongly disagree		7.4%	10
Don't know		2.2%	3
answered question			135
skipped question			1

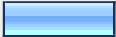
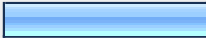
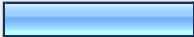



13. Salary decisions are not made fairly in my School.

		Response Percent	Response Count
Strongly agree		21.3%	29
Agree		22.8%	31
Neither agree nor disagree		16.2%	22
Disagree		18.4%	25
Strongly disagree		11.8%	16
Don't know		9.6%	13
<i>answered question</i>			136
<i>skipped question</i>			0







14. My salary is comparable to colleagues in my School who have similar records of research achievement and professional productivity.

		Response Percent	Response Count
Strongly agree		4.4%	6
Agree		25.7%	35
Neither agree nor disagree		12.5%	17
Disagree		19.1%	26
Strongly disagree		18.4%	25
Don't know		19.9%	27
<i>answered question</i>			136
<i>skipped question</i>			0



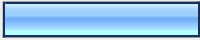



15. UTD does not recognize the accomplishments of faculty members who do outstanding work.

		Response Percent	Response Count
Strongly agree		11.9%	16
Agree		22.2%	30
Neither agree nor disagree		20.7%	28
Disagree		28.9%	39
Strongly disagree		13.3%	18
Don't know		3.0%	4
<i>answered question</i>			135
<i>skipped question</i>			1


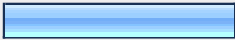



16. Faculty at UTD are promoted or given opportunities based principally on their performance.

		Response Percent	Response Count
Strongly agree		8.8%	12
Agree		38.2%	52
Neither agree nor disagree		20.6%	28
Disagree		14.7%	20
Strongly disagree		9.6%	13
Don't know		8.1%	11
<i>answered question</i>			136
<i>skipped question</i>			0

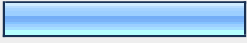
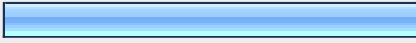


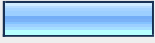

17. People in my School's administration are willing to discuss job-related issues with faculty members.

		Response Percent	Response Count
Strongly agree		10.3%	14
Agree		39.0%	53
Neither agree nor disagree		21.3%	29
Disagree		11.8%	16
Strongly disagree		11.0%	15
Don't know		6.6%	9
answered question			136
skipped question			0

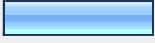
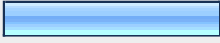
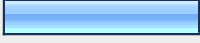
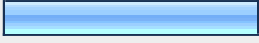


18. Performance expectations are not communicated clearly to faculty in my School.

		Response Percent	Response Count
Strongly agree		15.6%	21
Agree		25.2%	34
Neither agree nor disagree		13.3%	18
Disagree		40.0%	54
Strongly disagree		3.7%	5
Don't know		2.2%	3
answered question			135
skipped question			1


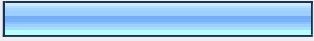
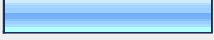
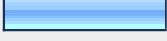

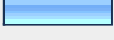
19. My job performance is reviewed in person with me at least once per year.

		Response Percent	Response Count
Strongly agree		26.5%	36
Agree		45.6%	62
Neither agree nor disagree		2.9%	4
Disagree		6.6%	9
Strongly disagree		16.2%	22
Don't know		2.2%	3
		answered question	136
		skipped question	0


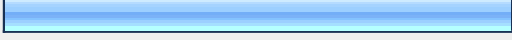
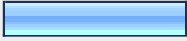






20. I do not receive useful information on how to improve my job performance from my Department or School.




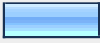


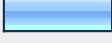

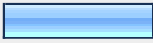
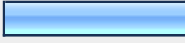



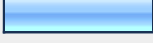
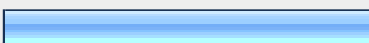

		Response Percent	Response Count
Strongly agree		16.2%	22
Agree		23.5%	32
Neither agree nor disagree		21.3%	29
Disagree		27.9%	38
Strongly disagree		8.8%	12
Don't know		2.2%	3
		answered question	136
		skipped question	0

21. Faculty members in my Department or Program receive accurate and timely information about their progress toward tenure or promotion.



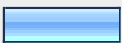
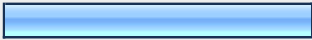

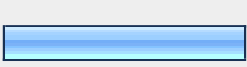
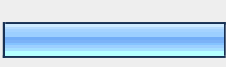

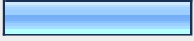







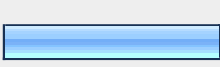
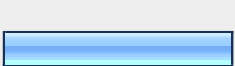
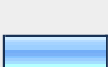
		Response Percent	Response Count
Strongly agree		7.4%	10
Agree		33.8%	46
Neither agree nor disagree		22.8%	31
Disagree		17.6%	24
Strongly disagree		6.6%	9
Don't know		11.8%	16
		answered question	136
		skipped question	0


22. In general, which of the following resources are you *most satisfied* with at UTD? Please tick up to 4 resources with which you are *most satisfied*.

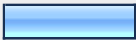
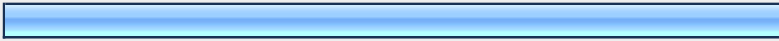
		Response Percent	Response Count
Office space		62.5%	85
Personal computers, local networks and internet connections		55.9%	76
Technical support for computer-related activities		19.9%	27
Travel funds		7.4%	10
Secretarial or administrative assistant support		24.3%	33
Institutional funds for research projects		5.1%	7
Institutional funds to support participation in research conferences and professional meetings		5.1%	7
Institutional funds to bring outside speakers to campus		2.9%	4
Classroom space		30.9%	42

Instructional laboratories		5.1%	7
Clinical space		0.0%	0
Studio/performance space		2.2%	3
Audio-visual equipment, supplies and services		5.9%	8
Computers for student use		10.3%	14
Multimedia classrooms		7.4%	10
Tele-campus		2.9%	4
Teaching assistants		11.8%	16
Graduate or professional students to assist me with my research		5.9%	8
Laboratories and research work-spaces		16.2%	22
Faculty colleagues working in my area of research		19.9%	27
Equipment and supplies for artists and performance		0.0%	0
Staff to assist me with preparing proposals to external funding agencies		5.1%	7
Staff to assist me with the management of funded projects		5.1%	7
Library print materials		8.1%	11
Library support staff		16.2%	22
Library materials available electronically		40.4%	55
No, none, not any		3.7%	5
answered question			136
skipped question			0

23. And, which of the following are you *most dissatisfied* with at UTD? Please tick up to 4 resources with which you are *most dissatisfied*.

		Response Percent	Response Count
Office space		7.4%	10
Personal computers, local networks and internet connections		2.9%	4
Technical support for computer-related activities		12.5%	17
Travel funds		33.8%	46
Secretarial or administrative assistant support		17.6%	24
Institutional funds for research projects		26.5%	36
Institutional funds to support participation in research conferences and professional meetings		24.3%	33
Institutional funds to bring outside speakers to campus		8.8%	12
Classroom space		20.6%	28
Instructional laboratories		5.9%	8
Clinical space		0.7%	1
Studio/performance space		0.7%	1
Audio-visual equipment, supplies and services		8.8%	12
Computers for student use		2.2%	3
Multimedia classrooms		8.1%	11
Tele-campus		2.9%	4
Teaching assistants		23.5%	32
Graduate or professional students to assist with my research		25.0%	34
Laboratories and research work-spaces		11.0%	15

Faculty colleagues working in my area of research		16.2%	22
Equipment and supplies for artists and performance		0.0%	0
Staff to assist me with preparing proposals to external funding agencies		16.9%	23
Staff to assist me with the management of funded projects		13.2%	18
Library print materials		3.7%	5
Library support staff		0.7%	1
Library materials available electronically		2.2%	3
No, none, not any		7.4%	10
answered question			136
skipped question			0

24. Please select one of the following options:			
		Response Percent	Response Count
Select this option if you are a <i>tenure track</i> , but not yet tenured, member of the faculty at UTD.		14.3%	19
Select this option if you are a <i>tenured member of the faculty</i> or if you are <i>not tenure track</i> faculty at UTD.		85.7%	114
answered question			133
skipped question			3


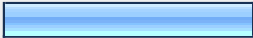
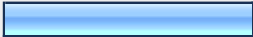



25. Please indicate, using a scale that ranges from 0 for very unclear to 4 for very clear, how clear expectations are about the process for tenure at UTD.

		Response Percent	Response Count
0 – Very unclear		0.0%	0
1		18.2%	4
2		13.6%	3
3		45.5%	10
4 – Very clear		13.6%	3
Don't know		9.1%	2
		answered question	22
		skipped question	114



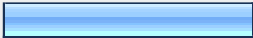
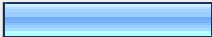


26. How clear are the expectations involving the criteria for tenure at UTD?

		Response Percent	Response Count
0 – Very unclear		4.5%	1
1		27.3%	6
2		27.3%	6
3		22.7%	5
4 – Very clear		9.1%	2
Don't know		9.1%	2
		answered question	22
		skipped question	114



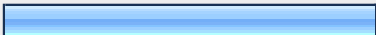
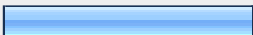


27. How clear are the expectations about the *standards used for tenure* at UTD?

		Response Percent	Response Count
0 – Very unclear		4.5%	1
1		27.3%	6
2		27.3%	6
3		22.7%	5
4 – Very clear		9.1%	2
Don't know		9.1%	2
<i>answered question</i>			22
<i>skipped question</i>			114



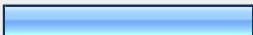
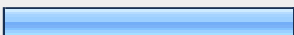
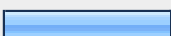

28. And, finally, how clear are the expectations involving the *evidence used to consider tenure*?



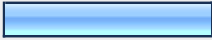



		Response Percent	Response Count
0 – Very unclear		4.5%	1
1		31.8%	7
2		27.3%	6
3		22.7%	5
4 – Very clear		4.5%	1
Don't know		9.1%	2
<i>answered question</i>			22
<i>skipped question</i>			114


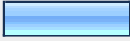
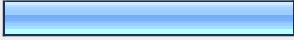
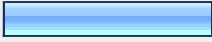


29. Again, on a scale of 0 to 4, where 0 means very unclear and 4 means very clear, how clear are expectations in your School about your performance as a *scholar/researcher*?

		Response Percent	Response Count
0 – Very unclear		4.5%	1
1		9.1%	2
2		40.9%	9
3		27.3%	6
4 – Very clear		13.6%	3
Don't know		4.5%	1
		answered question	22
		skipped question	114

30. How clear are expectations in your School about you as a *teacher*?

		Response Percent	Response Count
0 – Very unclear		9.1%	2
1		4.5%	1
2		27.3%	6
3		31.8%	7
4 – Very clear		18.2%	4
Don't know		9.1%	2
		answered question	22
		skipped question	114

31. How clear are expectations in your School about you as an <i>advisor to students</i> ?			Response Percent	Response Count
0 – Very unclear			9.1%	2
1			31.8%	7
2			22.7%	5
3			22.7%	5
4 – Very clear			9.1%	2
Don't know			4.5%	1
			<i>answered question</i>	22
			<i>skipped question</i>	114

32. How clear are expectations in your School about you as a <i>colleague</i> ?			Response Percent	Response Count
0 – Very unclear			18.2%	4
1			13.6%	3
2			31.8%	7
3			22.7%	5
4 – Very clear			9.1%	2
Don't know			4.5%	1
			<i>answered question</i>	22
			<i>skipped question</i>	114

33. How clear are expectations in your School about you as a *member of the university community or a broader community*?

		Response Percent	Response Count
0 – Very unclear		18.2%	4
1		13.6%	3
2		36.4%	8
3		18.2%	4
4 – Very clear		4.5%	1
Don't know		9.1%	2
		answered question	22
		skipped question	114

34. Again, think for a few moments about UTD as a place to work. Would you say that UTD is a good place to work?

		Response Percent	Response Count
Yes, UTD is a good place to work		73.5%	100
No, UTD is not a good place to work		15.4%	21
Don't know		11.0%	15
		answered question	136
		skipped question	0

35. Would you say that you are treated with respect at UTD?


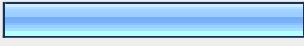
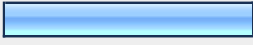
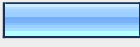


		Response Percent	Response Count
Yes, am treated with respect		73.5%	100
No, am not treated with respect		17.6%	24
Don't know		8.8%	12
		answered question	136
		skipped question	0

36. Would you say that you receive fair treatment at UTD?			Response Percent	Response Count
Yes, am treated fairly			61.8%	84
No, am not treated fairly			24.3%	33
Don't know			14.0%	19
			answered question	136
			skipped question	0


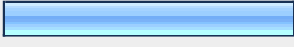
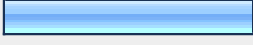
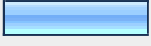

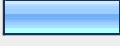
37. Does UTD welcome free and open input from faculty members?			Response Percent	Response Count
Yes, free and open input is welcomed			37.5%	51
No, free and open input is not welcomed			40.4%	55
Don't know			22.1%	30
			answered question	136
			skipped question	0

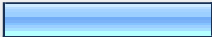
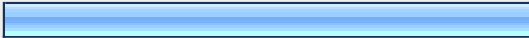

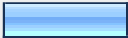
38. Does morale seem to be good among faculty members at UTD?			Response Percent	Response Count
Yes, morale seems to be good			29.4%	40
No, morale does not seem to be good			55.1%	75
Don't know			15.4%	21
			answered question	136
			skipped question	0




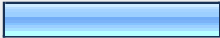
39. The recruitment of qualified women faculty members is a top priority at UTD.




		Response Percent	Response Count
Strongly agree		8.1%	11
Agree		33.1%	45
Neither agree nor disagree		27.2%	37
Disagree		14.7%	20
Strongly disagree		7.4%	10
Don't know		9.6%	13
		answered question	136
		skipped question	0

40. The recruitment of qualified minority faculty members is a top priority at UTD.

		Response Percent	Response Count
Strongly agree		6.7%	9
Agree		31.9%	43
Neither agree nor disagree		27.4%	37
Disagree		15.6%	21
Strongly disagree		5.9%	8
Don't know		12.6%	17
		answered question	135
		skipped question	1

41. Would you say that female faculty are treated better, the same, or worse than male faculty at UTD?				
			Response Percent	Response Count
Better			22.8%	31
Same			58.1%	79
Worse			5.9%	8
Don't know			13.2%	18
			answered question	136
			skipped question	0

42. Would you say that minority faculty are treated better, the same, or worse than other faculty at UTD?				
			Response Percent	Response Count
Better			13.3%	18
Same			57.0%	77
Worse			5.9%	8
Don't know			23.7%	32
			answered question	135
			skipped question	1

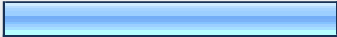
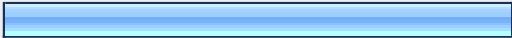

43. Is there accountability at UTD for sexist behavior?				
			Response Percent	Response Count
Yes, there is accountability			64.7%	88
No, there is not accountability			4.4%	6
Don't know			30.9%	42
			answered question	136
			skipped question	0

44. Is there accountability at UTD for racist behavior?			Response Percent	Response Count
Yes, there is accountability			58.8%	80
No, there is not accountability			6.6%	9
Don't know			35.3%	48
			answered question	136
			skipped question	0

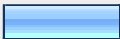
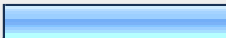

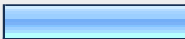


45. In general, is the UTD campus free of intimidation, harassment, and discrimination?			Response Percent	Response Count
Yes, the campus is free of these			61.0%	83
No, the campus is not free of these			13.2%	18
Don't know			25.7%	35
			answered question	136
			skipped question	0

46. Have you read, heard, and/or seen disparaging, insensitive comments or materials in the workplace that were offensive to you?			Response Percent	Response Count
Yes, have read, heard, and/or seen these			22.1%	30
No, have not read, heard, and/or seen these			75.7%	103
Don't know			2.2%	3
			answered question	136
			skipped question	0

47. Have you participated in programs that promote diversity at UTD?

		Response Percent	Response Count
Yes, have participated		36.8%	50
No, have not participated		55.9%	76
Don't know		7.4%	10
		answered question	136
		skipped question	0


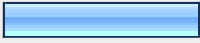

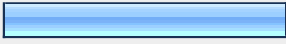
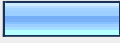

48. Here are some statements made about leadership and leadership opportunities at UTD. For each one, please say whether you agree or disagree. I aspire to hold a leadership position at UTD (e.g., department chair, program head, center director, dean, etc.) beyond my current position.

		Response Percent	Response Count
Strongly agree		12.6%	17
Agree		24.4%	33
Neither agree nor disagree		22.2%	30
Disagree		20.0%	27
Strongly disagree		17.0%	23
Don't know		3.7%	5
		answered question	135
		skipped question	1


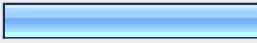
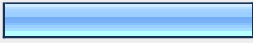
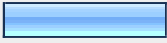

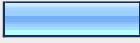
49. If I choose to pursue them, then significant leadership opportunities are available to me at UTD.			Response Percent	Response Count
Strongly agree			6.6%	9
Agree			25.0%	34
Neither agree nor disagree			26.5%	36
Disagree			19.9%	27
Strongly disagree			8.8%	12
Don't know			13.2%	18
			<i>answered question</i>	136
			<i>skipped question</i>	0

50. It is not possible to hold a leadership position at UTD while balancing other work or personal responsibilities.			Response Percent	Response Count
Strongly agree			5.9%	8
Agree			22.8%	31
Neither agree nor disagree			23.5%	32
Disagree			25.0%	34
Strongly disagree			8.8%	12
Don't know			14.0%	19
			<i>answered question</i>	136
			<i>skipped question</i>	0

51. Qualified women are sufficiently represented among senior faculty at UTD.

		Response Percent	Response Count
Strongly agree		5.9%	8
Agree		21.3%	29
Neither agree nor disagree		15.4%	21
Disagree		30.9%	42
Strongly disagree		12.5%	17
Don't know		14.0%	19
		<i>answered question</i>	136
		<i>skipped question</i>	0

52. There are too few strong, qualified women in important leadership positions at UTD.

		Response Percent	Response Count
Strongly agree		6.6%	9
Agree		27.9%	38
Neither agree nor disagree		27.2%	37
Disagree		17.6%	24
Strongly disagree		5.9%	8
Don't know		14.7%	20
		<i>answered question</i>	136
		<i>skipped question</i>	0


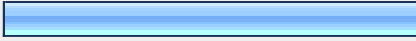
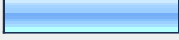



53. There are too few qualified minorities among senior faculty at UTD.

		Response Percent	Response Count
Strongly agree		11.1%	15
Agree		33.3%	45
Neither agree nor disagree		29.6%	40
Disagree		9.6%	13
Strongly disagree		3.0%	4
Don't know		13.3%	18
<i>answered question</i>			135
<i>skipped question</i>			1


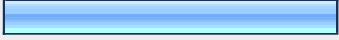
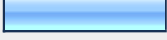



54. Qualified minorities are sufficiently represented among senior leadership positions at UTD.

		Response Percent	Response Count
Strongly agree		4.4%	6
Agree		17.8%	24
Neither agree nor disagree		25.2%	34
Disagree		30.4%	41
Strongly disagree		7.4%	10
Don't know		14.8%	20
<i>answered question</i>			135
<i>skipped question</i>			1


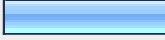
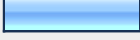
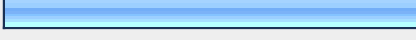
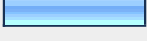

55. Now, thinking in particular about your School for a few moments, would you agree or disagree with the following statements? My School is a good place to work.

		Response Percent	Response Count
Strongly agree		17.6%	24
Agree		45.6%	62
Neither agree nor disagree		19.1%	26
Disagree		9.6%	13
Strongly disagree		7.4%	10
Don't know		0.7%	1
		answered question	136
		skipped question	0


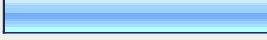

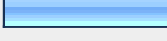
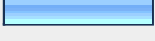

56. In general, the process for hiring faculty in my School at UTD is conducted fairly.

		Response Percent	Response Count
Strongly agree		20.6%	28
Agree		36.8%	50
Neither agree nor disagree		17.6%	24
Disagree		13.2%	18
Strongly disagree		6.6%	9
Don't know		5.1%	7
		answered question	136
		skipped question	0

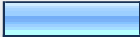
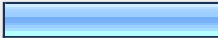
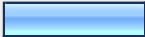



57. When I choose to speak at meetings with administrators, faculty, or others, my comments are often interrupted or ignored.

		Response Percent	Response Count
Strongly agree		5.9%	8
Agree		17.6%	24
Neither agree nor disagree		14.7%	20
Disagree		45.6%	62
Strongly disagree		15.4%	21
Don't know		0.7%	1
		<i>answered question</i>	136
		<i>skipped question</i>	0



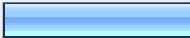
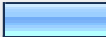


58. In my School, one can express one's opinions and viewpoints without worrying about intimidation or negative results.

		Response Percent	Response Count
Strongly agree		14.8%	20
Agree		28.9%	39
Neither agree nor disagree		19.3%	26
Disagree		17.8%	24
Strongly disagree		16.3%	22
Don't know		3.0%	4
		<i>answered question</i>	135
		<i>skipped question</i>	1

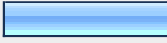
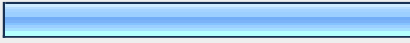

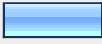


59. In order to get ahead in my School, it often is necessary to flatter or to go along with other people.

		Response Percent	Response Count
Strongly agree		14.7%	20
Agree		23.5%	32
Neither agree nor disagree		15.4%	21
Disagree		33.8%	46
Strongly disagree		6.6%	9
Don't know		5.9%	8
		answered question	136
		skipped question	0


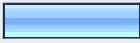

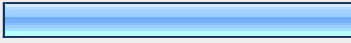
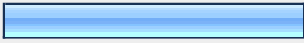
60. I am respected in my School for what I do in terms of research.

		Response Percent	Response Count
Strongly agree		14.7%	20
Agree		39.0%	53
Neither agree nor disagree		20.6%	28
Disagree		11.0%	15
Strongly disagree		4.4%	6
Don't know		10.3%	14
		answered question	136
		skipped question	0

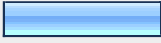
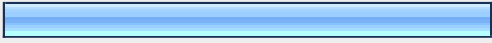

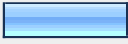


61. I am respected in my School for what I do in terms of teaching.

		Response Percent	Response Count
Strongly agree		17.9%	24
Agree		44.8%	60
Neither agree nor disagree		13.4%	18
Disagree		10.4%	14
Strongly disagree		5.2%	7
Don't know		8.2%	11
<i>answered question</i>			134
<i>skipped question</i>			2

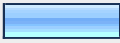
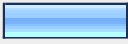
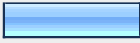
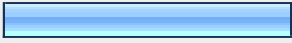
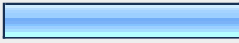

62. I have few opportunities to teach and to supervise graduate students in my School.

		Response Percent	Response Count
Strongly agree		4.4%	6
Agree		14.7%	20
Neither agree nor disagree		9.6%	13
Disagree		38.2%	52
Strongly disagree		33.1%	45
Don't know		0.0%	0
<i>answered question</i>			136
<i>skipped question</i>			0

63. Faculty members in my Department or Program help to prepare graduate students for meaningful careers in the future.

		Response Percent	Response Count
Strongly agree		16.9%	23
Agree		53.7%	73
Neither agree nor disagree		9.6%	13
Disagree		13.2%	18
Strongly disagree		2.2%	3
Don't know		4.4%	6
		<i>answered question</i>	136
		<i>skipped question</i>	0

64. I am not treated fairly by the administration in my School.

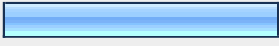

		Response Percent	Response Count
Strongly agree		12.5%	17
Agree		13.2%	18
Neither agree nor disagree		14.7%	20
Disagree		31.6%	43
Strongly disagree		25.7%	35
Don't know		2.2%	3
		<i>answered question</i>	136
		<i>skipped question</i>	0

65. The leadership of my School can be trusted to do what is right.

		Response Percent	Response Count
Strongly agree		14.0%	19
Agree		27.2%	37
Neither agree nor disagree		18.4%	25
Disagree		17.6%	24
Strongly disagree		18.4%	25
Don't know		4.4%	6
		answered question	136
		skipped question	0


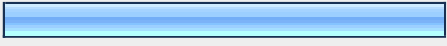
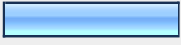


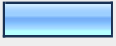
66. The leadership of my Department or Program can be trusted to do what is right.

		Response Percent	Response Count
Strongly agree		23.0%	31
Agree		28.9%	39
Neither agree nor disagree		17.8%	24
Disagree		8.9%	12
Strongly disagree		16.3%	22
Don't know		5.2%	7
		answered question	135
		skipped question	1

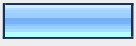
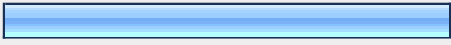
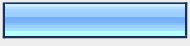



67. The administration in my School has worked effectively to recruit qualified women to the faculty.			Response Percent	Response Count
Strongly agree			8.8%	12
Agree			30.1%	41
Neither agree nor disagree			25.7%	35
Disagree			13.2%	18
Strongly disagree			2.9%	4
Don't know			19.1%	26
			<i>answered question</i>	136
			<i>skipped question</i>	0

68. The administration in my School has worked effectively to recruit qualified minority members to the faculty.			Response Percent	Response Count
Strongly agree			6.6%	9
Agree			22.8%	31
Neither agree nor disagree			30.9%	42
Disagree			14.7%	20
Strongly disagree			5.1%	7
Don't know			19.9%	27
			<i>answered question</i>	136
			<i>skipped question</i>	0

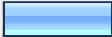
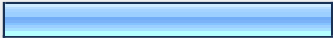
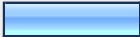



69. My School supports the success of women faculty.

		Response Percent	Response Count
Strongly agree		13.2%	18
Agree		48.5%	66
Neither agree nor disagree		19.1%	26
Disagree		4.4%	6
Strongly disagree		2.9%	4
Don't know		11.8%	16
<i>answered question</i>			136
<i>skipped question</i>			0



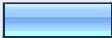



70. My School supports the success of faculty members of all ethnicities and races.

		Response Percent	Response Count
Strongly agree		14.0%	19
Agree		49.3%	67
Neither agree nor disagree		19.9%	27
Disagree		5.9%	8
Strongly disagree		3.7%	5
Don't know		7.4%	10
<i>answered question</i>			136
<i>skipped question</i>			0



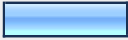


71. My School's administration communicates openly and informatively about key issues and opportunities facing the School.

		Response Percent	Response Count
Strongly agree		11.8%	16
Agree		36.0%	49
Neither agree nor disagree		14.7%	20
Disagree		19.9%	27
Strongly disagree		15.4%	21
Don't know		2.2%	3
		<i>answered question</i>	136
		<i>skipped question</i>	0


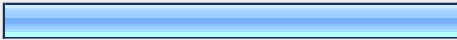



72. In general, my School is free of intimidation, harassment, and discrimination.

		Response Percent	Response Count
Strongly agree		23.5%	32
Agree		44.1%	60
Neither agree nor disagree		11.8%	16
Disagree		8.8%	12
Strongly disagree		6.6%	9
Don't know		5.1%	7
		<i>answered question</i>	136
		<i>skipped question</i>	0


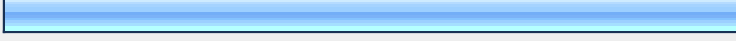
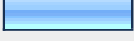
73. My colleagues and I work well together.

		Response Percent	Response Count
Strongly agree		19.9%	27
Agree		58.8%	80
Neither agree nor disagree		13.2%	18
Disagree		5.9%	8
Strongly disagree		2.2%	3
Don't know		0.0%	0
		answered question	136
		skipped question	0


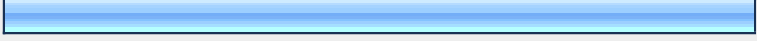
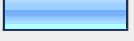
74. I have good opportunities to collaborate with other faculty in my School.

		Response Percent	Response Count
Strongly agree		21.3%	29
Agree		50.0%	68
Neither agree nor disagree		19.1%	26
Disagree		7.4%	10
Strongly disagree		2.2%	3
Don't know		0.0%	0
		answered question	136
		skipped question	0

75. Derogatory remarks about women can be heard in the classroom or at faculty meetings.

		Response Percent	Response Count
Always		0.0%	0
Often		0.0%	0
Sometimes		5.1%	7
Never		80.9%	110
Don't know		14.0%	19
answered question			136
skipped question			0

76. Derogatory remarks about minorities can be heard in the classroom or at faculty meetings.






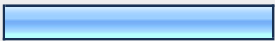
		Response Percent	Response Count
Always		0.0%	0
Often		0.0%	0
Sometimes		3.7%	5
Never		83.1%	113
Don't know		13.2%	18
answered question			136
skipped question			0

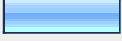


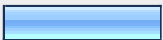
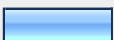

77. Please think about how you spend your time – all the things that you do during a typical week. How many hours you spend doing each of the following during a typical week...?

	0 Hours	1 – 5 Hours	6 – 10 Hours	11 – 15 Hours	16 – 20 Hours	Over 20 Hours	Response Count
Teaching undergraduate students	13.8% (18)	27.7% (36)	33.8% (44)	11.5% (15)	8.5% (11)	4.6% (6)	130
Teaching graduate students	8.3% (11)	22.0% (29)	42.4% (56)	16.7% (22)	6.1% (8)	4.5% (6)	132
Research and scholarship	3.9% (5)	3.9% (5)	16.3% (21)	22.5% (29)	17.8% (23)	35.7% (46)	129
University service, inc. committee work	3.2% (4)	69.4% (86)	16.1% (20)	8.9% (11)	1.6% (2)	0.8% (1)	124
Administration	42.7% (50)	26.5% (31)	7.7% (9)	6.0% (7)	6.8% (8)	10.3% (12)	117
Other professional activities, such as reviewing	5.0% (6)	68.3% (82)	20.8% (25)	4.2% (5)	1.7% (2)	0.0% (0)	120
Outside consulting	71.1% (81)	25.4% (29)	2.6% (3)	0.0% (0)	0.9% (1)	0.0% (0)	114
Personal and family responsibilities	3.2% (4)	8.1% (10)	21.8% (27)	13.7% (17)	14.5% (18)	38.7% (48)	124
	<i>answered question</i>						135
	<i>skipped question</i>						1



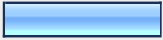



78. In general, how satisfied are you with the way that you spend your time? Would you say that you are:			
		Response Percent	Response Count
Very satisfied		13.2%	18
Fairly satisfied		50.7%	69
Neither satisfied nor dissatisfied		12.5%	17
Somewhat dissatisfied		16.2%	22
Very dissatisfied		7.4%	10
Don't know		0.0%	0
answered question			136
skipped question			0

79. In general, which of the following policies or procedures at UTD have been most important to your success? Please tick up to 4 policies or procedures that you think have been most important to your success.			
		Response Percent	Response Count
Childcare	<input type="checkbox"/>	0.7%	1
Financial assistance with housing	<input type="checkbox"/>	0.7%	1
Formal mentoring	<input type="checkbox"/>	3.0%	4
Informal mentoring		15.6%	21
Paid or unpaid personal leave	<input type="checkbox"/>	3.0%	4
Paid or unpaid research leave		15.6%	21
Peer review of teaching or research		8.9%	12
Periodic, formal performance evaluations		8.9%	12
Professional assistance for improved teaching	<input type="checkbox"/>	1.5%	2
Professional assistance in obtaining externally funded grants		8.9%	12
Spousal/partner hiring program	<input type="checkbox"/>	4.4%	6
Startup or personal program		20.0%	27


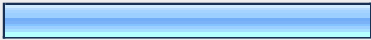




Budgets		Response Percent	Response Count
Stop-the-clock policies		0.7%	1
Summer salary stipend		23.7%	32
Travel funds		17.0%	23
Upper limit on committee assignments		7.4%	10
Upper limit on teaching workload		31.9%	43
No, none, not any		29.6%	40
		answered question	135
		skipped question	1

80. On balance, how satisfied are you with your workload at UTD? Are you...			
		Response Percent	Response Count
Very satisfied		12.5%	17
Fairly satisfied		42.6%	58
Neither satisfied nor dissatisfied		14.7%	20
Somewhat dissatisfied		16.9%	23
Very dissatisfied		11.8%	16
Don't know		1.5%	2
		answered question	136
		skipped question	0

81. How satisfied are you with your salary at UTD?

		Response Percent	Response Count
Very satisfied		9.6%	13
Fairly satisfied		30.9%	42
Neither satisfied nor dissatisfied		16.9%	23
Somewhat dissatisfied		22.8%	31
Very dissatisfied		19.1%	26
Don't know		0.7%	1
		answered question	136
		skipped question	0

82. How satisfied are you with your job security?

		Response Percent	Response Count
Very satisfied		38.2%	52
Fairly satisfied		40.4%	55
Neither satisfied nor dissatisfied		10.3%	14
Somewhat dissatisfied		6.6%	9
Very dissatisfied		3.7%	5
Don't know		0.7%	1
		answered question	136
		skipped question	0

83. How satisfied are you with your opportunity for advancement at UTD?

		Response Percent	Response Count
Very satisfied		13.2%	18
Fairly satisfied		29.4%	40
Neither satisfied nor dissatisfied		30.9%	42
Somewhat dissatisfied		11.0%	15
Very dissatisfied		12.5%	17
Don't know		2.9%	4
		answered question	136
		skipped question	0

84. Overall, with everything considered, how satisfied are you with your job at UTD?

		Response Percent	Response Count
Very satisfied		18.5%	25
Fairly satisfied		48.9%	66
Neither satisfied nor dissatisfied		9.6%	13
Somewhat dissatisfied		14.8%	20
Very dissatisfied		8.1%	11
Don't know		0.0%	0
		answered question	135
		skipped question	1

85. Now, a few final questions about your background. How many people are in your household? Please include both adults and children.

		Response Average	Response Total	Response Count
Total		2.97	398	134
	<i>answered question</i>			134
	<i>skipped question</i>			2



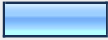



86. How many of the people in your household are under the age of 18?

		Response Average	Response Total	Response Count
Total		0.84	112	133
	<i>answered question</i>			133
	<i>skipped question</i>			3






87. How many of the people in your household or living close to you are elderly adults who require special care?

		Response Average	Response Total	Response Count
Total		0.09	12	135
	<i>answered question</i>			134
	<i>skipped question</i>			2

88. Please indicate your current faculty rank at UTD.

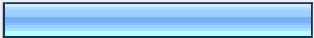
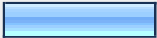
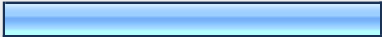
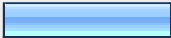

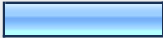
		Response Percent	Response Count
Professor		58.5%	79
Associate Professor		21.5%	29
Assistant Professor		11.1%	15
Instructor or Lecturer		5.9%	8
Clinical Faculty		0.7%	1
Other (please specify)		3.0%	4
		answered question	135
		skipped question	1


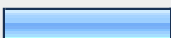



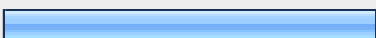
89. Please say what your tenure track status is at UTD.

		Response Percent	Response Count
Tenured		75.4%	101
Term tenured		0.7%	1
Not yet tenured		12.7%	17
Not tenure track		8.2%	11
Other (please specify)		3.0%	4
		answered question	134
		skipped question	2

90. What is your highest degree earned?			
		Response Percent	Response Count
Doctorate		96.2%	128
All-but-dissertation (ABD)		0.0%	0
Masters		3.8%	5
Other (please specify)		0.0%	0
		answered question	133
		skipped question	3

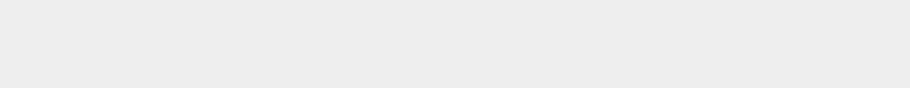
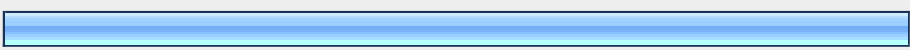
91. How many years have you been employed by UTD?			
		Response Percent	Response Count
0-3		15.6%	21
4-6		13.3%	18
6-10		25.2%	34
11-20		17.8%	24
Over 20		28.1%	38
Don't know		0.0%	0
		answered question	135
		skipped question	1

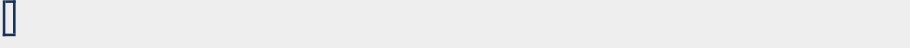
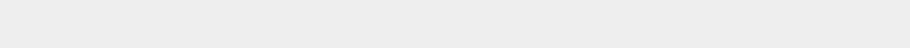
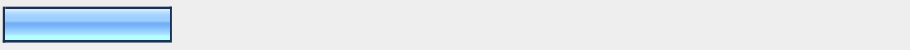
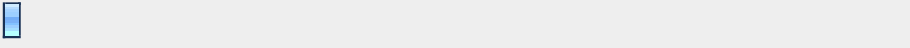
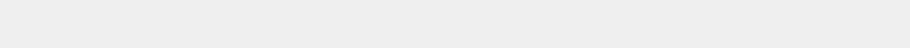
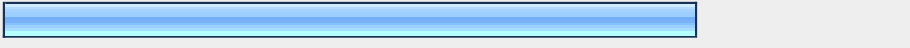
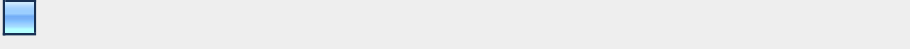
92. Have you been employed at another institution prior to coming to UTD? Please tick all that apply.			Response Percent	Response Count
Yes, 4-year college or university			33.8%	45
Yes, private research university			16.5%	22
Yes, public research university			41.4%	55
Yes, private industry			18.0%	24
Yes, own business or company			3.8%	5
No			17.3%	23
			answered question	133
			skipped question	3

93. If you could move to another institution in the next two years, would you do so? Please tick any of the following that apply.			Response Percent	Response Count
No, I am very satisfied at UTD.			21.2%	28
No, I am restricted on moving by family obligations.			18.2%	24
No, I am interested in staying to help make UTD better.			31.1%	41
Yes, I am happy here but may need to relocate for family reasons.			5.3%	7
Yes, I am unhappy here and ready to leave.			9.8%	13
Yes, I am willing to move to a comparable or better institution for career reasons.			40.9%	54
			Other (please specify)	6
			answered question	132
			skipped question	4

94. Do you currently hold an administrative appointment?			
		Response Percent	Response Count
Do not hold administrative appointment		70.2%	92
Department/Program Head		8.4%	11
Center Director		5.3%	7
Assistant Dean		0.8%	1
Associate Dean		4.6%	6
Other (please specify)		10.7%	14
answered question			131
skipped question			5

95. Where is your primary area of teaching and research?			
		Response Percent	Response Count
Arts and Humanities		6.7%	9
Behavioral and Brain Sciences		7.4%	10
Economic, Political and Policy Sciences		13.3%	18
Engineering and Computer Sciences		34.8%	47
General Studies		0.7%	1
Management		1.5%	2
Natural Sciences and Mathematics		24.4%	33
Other		1.5%	2
Prefer not to answer		9.6%	13
answered question			135
skipped question			1

96. What is your gender?			Response Percent	Response Count
Female			0.0%	0
Male			100.0%	136
			answered question	136
			skipped question	0

97. What is your ethnicity/race? Please select all that apply.			Response Percent	Response Count
African American/Black			0.8%	1
American Indian or Alaskan Native			0.0%	0
Asian			18.2%	24
Hispanic or Latino			1.5%	2
Native Hawaiian or Other Pacific Islander			0.0%	0
White			76.5%	101
Other (please specify)			3.0%	4
			answered question	132
			skipped question	4

98. Please comment on anything that you think might improve your effectiveness at your job or your satisfaction with it.		Response Count
		51
		answered question
		51
		skipped question
		85