**DRAFT FULL-TIME FACULTY CLIMATE SURVEY**(April 7, 2010)

 **Demographic information**

Gender:

\_\_\_\_ Female

\_\_\_\_ Male

\_\_\_\_other

Race/Ethnicity: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ [Yingxia to add standard categories]

Rank:

 \_\_\_\_ Instructor

\_\_\_\_ Assistant Professor

 \_\_\_\_ Associate Professor

 \_\_\_\_ Professor

Tenure:

 \_\_\_\_ Non-Tenure Track

 \_\_\_\_ Tenure Track/Not Tenured

 \_\_\_\_ Tenured

College affiliation (Check one only)

\_\_\_\_ College of Arts and Sciences

\_\_\_\_ College of Business and Public Management

\_\_\_\_ College of Education and Organizational Leadership

\_\_\_\_ College of Law

Years of teaching full-time at the University of La Verne including current: \_\_\_\_\_\_\_\_\_\_

**Domain 1: Teaching Support**

1. I am encouraged by my colleagues to be creative and innovative in my teaching.

Disagree Strongly Disagree Agree Agree Strongly

2. I am comfortable with the size of the classes I teach.

Disagree Strongly Disagree Agree Agree Strongly

3. My workload is manageable (teaching, service, research).

Disagree Strongly Disagree Agree Agree Strongly

4. Resources available from the library (e.g., databases, books, handbooks, etc.) are acceptable for my teaching needs

Disagree Strongly Disagree Agree Agree Strongly

**Domain 2: Collegiality and Communication**

1. When a problem arises, I feel comfortable discussing it with colleagues.\*\*

Disagree Strongly Disagree Agree Agree Strongly

6. I am treated with respect by colleagues.

Disagree Strongly Disagree Agree Agree Strongly

7. I feel supported by my program/department chair.

Disagree Strongly Disagree Agree Agree Strongly

1. Faculty meetings allow for all participants to share their views.

Disagree Strongly Disagree Agree Agree Strongly

**Domain 3: Research Support/Professional Development**

9. I am satisfied with the funding available to attend professional conferences.

Disagree Strongly Disagree Agree Agree Strongly

10. The time available for my research is reasonable.

Disagree Strongly Disagree Agree Agree Strongly

11. Resources available from the library (e.g., databases, books, handbooks, etc.) are acceptable for my research needs.

Disagree Strongly Disagree Agree Agree Strongly

**Domain 4: Promotion and Tenure**

12. I am satisfied with the tenure/promotion process overall.

Disagree Strongly Disagree Agree Agree Strongly

13. I am well informed about the criteria for achieving promotion/tenure.

Disagree Strongly Disagree Agree Agree Strongly

14. I received help from colleagues as I worked towards tenure/promotion (e.g., mentoring, feedback, etc.).

Disagree Strongly Disagree Agree Agree Strongly

15. How satisfied are you, in general, with the way your career has progressed at La Verne?

Not Satisfied Somewhat Satisfied Satisfied Very Satisfied

**Domain 5: Diversity**

16. Diversity should be more of a focus of concern at the University of La Verne.

Disagree Strongly Disagree Agree Agree Strongly

17. The University effectively addresses the following areas of diversity:

Curriculum Disagree Strongly Disagree Agree Agree Strongly

Teaching Disagree Strongly Disagree Agree Agree Strongly

Professional development Disagree Strongly Disagree Agree Agree Strongly

Hiring faculty Disagree Strongly Disagree Agree Agree Strongly

18. I feel that ethnic and cultural diversity is respected at the University of La Verne.\*

Disagree Strongly Disagree Agree Agree Strongly

1. I have experienced discrimination at the University of La Verne based on:\*\*\*

a. Age Yes No

b. Ethnicity Yes No

c. Religion Yes No

d. Sexual orientation Yes No

e. Disability Yes No

1. Gender Yes No

20. I have experienced sexual harassment at the University of La Verne.\*\*\*

 \_\_\_\_\_ Yes \_\_\_\_\_ No

1. There is a need to increase the racial and ethnic diversity of faculty.

Disagree Strongly Disagree Agree Agree Strongly

1. My college has taken steps to enhance the climate for minority faculty.

Disagree Strongly Disagree Agree Agree Strongly

**Domain 6: Technology and on-line support and assistance/resources**

23. The level of technological (e.g. Blackboard) support is acceptable.\*\*

Disagree Strongly Disagree Agree Agree Strongly

**Domain 7: Environmental Sustainability**

24. I actively participate in the pro-environment (e.g., recycling, energy saving, etc.) efforts at the University of La Verne.\*\*\*

Disagree Strongly Disagree Agree Agree Strongly

**Domain 8: Pay**

25. I am satisfied with my salary.

Disagree Strongly Disagree Agree Agree Strongly

26. I am satisfied with the benefits offered by the University

Disagree Strongly Disagree Agree Agree Strongly

**Domain 9: Shared Governance**

27. I am satisfied with the level of communication I have with my institution’s administration.

Disagree Strongly Disagree Agree Agree Strongly

28. Faculty have adequate input and influence on academic decisions.

Disagree Strongly Disagree Agree Agree Strongly

29. Faculty are sufficiently consulted prior to significant changes in University policies and procedures.

Disagree Strongly Disagree Agree Agree Strongly

30. The decision making process in the University is transparent.

Disagree Strongly Disagree Agree Agree Strongly

31. I am satisfied with the new structure of the Faculty Senate and its relationship to the Assembly that begins fall 2010.

Disagree Strongly Disagree Agree Agree Strongly

32. I am satisfied with the budget process.

Disagree Strongly Disagree Agree Agree Strongly

1. What factors detract most from your satisfaction at the University of La Verne?

36. What factors contribute most to your satisfaction at University of La Verne?

37. What do you think the administrative organizational structure of the University should be to ensure academic excellence?

38. What do you think should be included in the University’s shared vision?

Comments:

\* from Classified Survey

\*\* from Part-Time Faculty Survey

\*\*\* from both Classified and Part-Time Faculty Surveys