

# SURVEY OF ACADEMIC CLIMATE AND ACTIVITIES

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## Procedures for Completing the Survey

Thank you very much for taking the time to complete this survey. We know how busy you are and have tried to make the process as simple and efficient as possible. However, if you feel that there is any additional information about your experiences at the University of Michigan that was not asked in the survey, but that you think we should know, please feel free to add your written comments on an additional sheet of paper and return it with the survey. There are three options available to you for completing the survey: by hand; on the computer using a downloaded PDF file; or in an interview. In order to fully protect respondents' anonymity, we have decided against offering as alternatives either submission of the PDF version via the web, or a web survey.

### 1. Completing the survey by hand

You can simply fill out the enclosed copy of the survey by hand and return it to us in the enclosed addressed and stamped envelope.

### 2. Completing the survey on your computer

A PDF download is available on the Institute for Research on Women and Gender's website at <http://www.umich.edu/~irwg/climatesurvey/> to permit you to complete the survey on a computer. Once you have completed the survey, please print it out and return it to us in the enclosed self-addressed stamped envelope. (Because of concerns about maintaining privacy, submission of the file via the web is not possible.) If you have trouble locating or downloading the PDF file, please contact Julie Stubbs (764-9537/jstubbs@umich.edu).

### 3. Completing the survey in an interview

If it would be easier for you to respond in an interview format, we will arrange for a project staff member to do the survey with you, either over the phone or face-to-face, and record your responses on a survey. If you prefer this option, please contact Julie Stubbs (764-9537/jstubbs@umich.edu).

*To facilitate analyses and future planning, we hope to receive completed surveys no later than November 5, 2001.*

Please note that the university's Behavioral Sciences Human Subjects Review Committee has approved this study. If you have any questions, please contact Kate M. Keever, Administrator, Human Subjects Protection Office (734/936-0933, IRB-Behavsci-Health@umich.edu).

# University of Michigan Survey of Academic Climate and Activities

*Throughout this survey, "faculty" refers to all tenured and tenure-track, primary research, and clinical track faculty.*

## PROFESSIONAL EMPLOYMENT

*In the chart below, please check the appropriate boxes to indicate when you obtained your highest academic degree, your first UM appointment and started on a tenure track at UM (if applicable).*

	1960-64	1965-69	1970-74	1975-79	1980-84	1985-89	1990-94	1995-99	2000-01
year of highest degree									
year of 1st UM appointment									
year began tenure track at UM									

How would you classify the primary field of your UM appointment? (*check only one*)

Social Science  
 Science or Engineering  
 (basic, natural, clinical & applied science)

Please indicate in the following chart your budgeted appointment for July 2000-June 2001 at UM, including the School or College in which you held the appointment, as well as the rank and fraction of time associated with that appointment. If you had multiple budgeted appointments, please list information for second, third and fourth budgeted appointments, where applicable, as well; *fraction amounts should not equal more than 100%*. To list your rank, please use the following codes. *Note that all ranks include adjunct appointments.*

Instructional Track:	Primary Research Track:	Clinical Track:	Administrative:
1 lecturer	6 research investigator	12 instructor	16 any administrative appointment
2 instructor	7 asst. research scientist	13 asst. professor	
3 asst. professor	8 assoc. research scientist	14 assoc. professor	
4 assoc. professor	9 senior assoc. research scientist	15 professor	
5 professor	10 research scientist		
	11 senior research scientist		

	school/ college	rank code	appointment fraction (e.g., 100%, 50%)
1 <sup>st</sup> (only) budgeted appointment			
2 <sup>nd</sup> budgeted appointment			
3 <sup>rd</sup> budgeted appointment			
4 <sup>th</sup> budgeted appointment			

Including up through this academic year (2001-02), how many years (including 0) have you held each of the following ranks at UM and at other academic institutions (please distinguish between part-time and full-time employment)?

	U of M		other academic institution	
	part time	full time	part time	full time
post-doctoral fellow				
lecturer				
instructor				
assistant professor/assistant research scientist				
associate professor/associate research scientist				
senior associate research scientist				
professor/research scientist				
senior research scientist				

How many years (including 0) were you *only* employed as a researcher in a non-academic setting? \_\_\_\_\_

Since receiving your final degree, for how many years (including 0) were you *not* employed at all? \_\_\_\_\_

Do you *currently* have one or more dry (unfunded) appointments?      Yes      No

Have you changed your fractional appointment *within the last five years*?      Yes      No

*If yes, why and how did it change?* \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_





## University of Michigan Survey of Academic Climate and Activities

*Throughout this survey, "faculty" refers to all tenured and tenure-track, primary research, and clinical track faculty.*

**RESOURCES.** In the chart below, please indicate how much effort (e.g., memos, meetings, phone calls, etc.) it takes for you to secure the following items, and your level of satisfaction with current allocations of these items. *Please indicate by checking one box for each item under "effort" and one box for each item under "satisfaction."*

	effort						satisfaction					
	no effort	some effort	moderate effort	substantial effort	tremendous effort	not applicable	very dissatisfied	somewhat dissatisfied	neutral	somewhat satisfied	very satisfied	not applicable
office space												
research space												
computer equipment												
lab equipment												
service from vendors-repairs, supplies, upgrades												

If helpful, please elaborate on any resource allocation issues that concern you: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

Have you received any of the following resources as a result of your own negotiations, the terms of an award, or offer by the university, since your initial contract at UM? *If so*, please check all that apply. *If not applicable*, please check here:

	asked/ bargained for by me	terms of an award	offered by university		asked/ bargained for by me	terms of an award	offered by university
course release time				special bonus			
lab equipment				summer salary			
lab space				special timing of tenure clock			
renovation of lab space				moving expenses			
research assistant				housing subsidy			
clerical/admin. support				child care			
discretionary funds				partner/spouse position			
travel funding				other :			

Have you *ever* had an outside offer while at UM? Yes    No  
*If yes*, has an outside offer ever resulted in a salary increase? Yes    No  
*If no*, why not \_\_\_\_\_

Many of the questions on the following pages ask you to rate conditions in your unit(s) or department(s). If you have multiple appointments, we would like to give you the opportunity to rate two units. Normally this would be the two units in which you spend the most time (regardless of percentage of budgeted appointment). However, we are most interested in learning about instructional units, so if one of these is a unit in which you have an administrative position, and you have an additional instructional appointment in another unit, please select the instructional unit. Please identify the unit(s) you will be rating in terms of the school/college in which each is located as well as your appointment in each by checking the appropriate boxes in the rows labeled Unit 1 and Unit 2, if applicable.

	School/College					Appointment		
	Engin.	Med.	LSA/Sci.	LSA/Soc. Sci.	Other	Instructional	Research	Clinical
Unit 1								
Unit 2								

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## CAREER SATISFACTION. How satisfied are you with the following dimensions of your professional development?

Unit 1						Unit 2					
very dissatisfied	somewhat dissatisfied	neutral	somewhat satisfied	very satisfied	not applicable	very dissatisfied	somewhat dissatisfied	neutral	somewhat satisfied	very satisfied	not applicable
<i>Check the box that best expresses your level of satisfaction.</i>											
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# University of Michigan Survey of Academic Climate and Activities

*Throughout this survey, “faculty” refers to all tenured and tenure-track, primary research, and clinical track faculty.*

## INSTITUTIONAL AND UNIT/DEPARTMENT CLIMATE

In the chart below, please indicate the areas in which you would benefit from mentoring at this stage of your career by checking the relevant boxes in the column on the left. *Please check all that apply.* In the columns on the right, please indicate the level of mentoring you currently receive in each area listed, regardless of whether or not it is beneficial.

My mentor(s)...	none	some	a lot	too much
serves as a role model				
promotes my career through networking				
advises about preparation for advancement (e.g., promotion, leadership positions)				
advises about getting my work published				
advises about department politics				
advises about obtaining the resources I need				
advocates for me				
advises about balancing work and family				
other ( <i>please specify</i> ):				

Is there anyone whom you currently regard as a mentor—someone who gives advice and counsel on career issues and/or sponsors or advocates for you? Yes      No

In the chart below please indicate in the space provided *how many* male and female mentors you have and the *kinds of support/advice they provide*, according to their institutional affiliation category. *Please answer separately for male and female mentors, as appropriate, and check all that apply.* If you feel this is not applicable to you, please leave blank and check here:

My mentor(s)...	male mentors (N= )				female mentors (N= )			
	UM same unit (1 or more)	UM different unit (1 or more)	at other institution (1 or more)	outside academe (1 or more)	UM same unit (1 or more)	UM different unit (1 or more)	at other institution (1 or more)	outside academe (1 or more)
serves as a role model								
promotes my career through networking								
advises about preparation for advancement (e.g. promotion/tenure, leadership positions)								
advises about getting my work published								
advises about department politics								
advises about obtaining the resources I need								
advocates for me								
advises about balancing work and family								
other:								

Please rate the climate of your unit(s)/department(s) on the following continuum by *circling/underlining the appropriate number*.

Unit 1						Unit 2					
Friendly	1	2	3	4	5	Hostile					
Racist	1	2	3	4	5	Non-racist					
Homogeneous	1	2	3	4	5	Diverse					
Disrespectful	1	2	3	4	5	Respectful					
Collegial	1	2	3	4	5	Contentious					
Non-sexist	1	2	3	4	5	Sexist					
Collaborative	1	2	3	4	5	Individualistic					
Cooperative	1	2	3	4	5	Competitive					
Homophobic	1	2	3	4	5	Non-homophobic					
Not supportive	1	2	3	4	5	Supportive					

## University of Michigan Survey of Academic Climate and Activities

*Throughout this survey, “faculty” refers to all tenured and tenure-track, primary research, and clinical track faculty.*

Please indicate your level of agreement with each of the following statements concerning conditions in your unit(s)/ department(s), and your relationships with your unit/department colleagues by *checking the appropriate box*.

Unit 1						Unit 2						
strongly disagree	tend to disagree	neutral	tend to agree	strongly agree	not applicable	strongly disagree	tend to disagree	neutral	tend to agree	strongly agree	not applicable	
												My research interests are valued by my colleagues.
												I feel pressured to change my research agenda in order to fit in.
												I feel/felt pressured to change my research agenda to make tenure/be promoted .
												I am comfortable asking questions about performance expectations.
												I am/was reluctant to bring up issues that concern me for fear that it will/would affect my promotion/tenure.
												My colleagues expect me to represent “the point of view” of my gender.
												My colleagues expect me to represent “the point of view” of my race/ethnicity.
												My colleagues solicit my opinions about their research ideas and problems.
												My colleagues have lower expectations of me than of other faculty.
												I constantly feel under scrutiny by my colleagues.
												I have/had to work harder than I believe my colleagues do, in order to be/have been perceived as a legitimate scholar.
												There are many unwritten rules concerning how one is expected to interact with unit colleagues.
												Others seem to find it easier than I to “fit in.”

How would you rate your unit(s)/department(s)’s executive leader (chair or director) in each of the following areas?  
*Check the appropriate box for each item.*

Unit 1						Unit 2					
poor	below average	average	above average	superior		poor	below average	average	above average	superior	
					The chair/director of my unit/department...						
					maintains high academic standards						
					is open to constructive criticism						
					is an effective administrator						
					shows interest in faculty						
					encourages and empowers faculty						
					treats faculty in an even-handed way						
					helps me obtain resources I need						
					gives me useful feedback about my performance						
					articulates a clear vision						
					articulates clear criteria for promotion/tenure						
					honors agreements						
					handles disputes/problems effectively						
					communicates consistently with faculty						
					creates a cooperative and supportive environment						
					shows commitment to racial-ethnic diversity						



## University of Michigan Survey of Academic Climate and Activities

*Throughout this survey, "faculty" refers to all tenured and tenure-track, primary research, and clinical track faculty.*

For each item, please *check the box* that best corresponds to how much influence you feel you have over the following matters in your unit(s)/department(s):

Unit 1							Unit 2						
really no influence	minor influence	some influence	substantial influence	tremendous influence	not applicable		really no influence	minor influence	some influence	substantial influence	tremendous influence	not applicable	
						unit curriculum decisions							
						size of salary increases I receive							
						obtaining money for travel to professional meetings							
						securing the facilities or equipment I need for my research							
						selecting new graduate students or residents/fellows							
						selecting new faculty members to be hired							
						determining who gets tenure							
						selecting the next unit head							
						affecting the overall unit climate/culture							

Please indicate in the chart below any job-related discrimination you have experienced *at UM within the last five years*, noting the basis for the discrimination (race/ethnicity, gender, sexual orientation, etc.) and the areas in which the discriminatory behavior has affected your career at UM. *Please check all that apply.*

	not applicable	race/ethnicity	gender	sexual orientation	physical disability	religious affiliation	other:
hiring							
promotion							
salary							
space/equipment, other resources							
access to administrative staff							
graduate student or resident/fellow assignments							
other ( <i>please specify</i> ):							

Please indicate your level of agreement with each of the following statements concerning the atmosphere in your unit(s)/department(s) by *checking the appropriate box*:

Unit 1					Unit 2					
strongly disagree	disagree	neutral	agree	strongly agree		strongly disagree	disagree	neutral	agree	strongly agree
					Some faculty have a condescending attitude toward women.					
					Sexist remarks are heard in the classroom.					
					There is equal access for both men and women to lab/research space.					
					The environment promotes adequate collegial opportunities for women.					
					Men receive preferential treatment in the areas of recruitment and promotions.					
					Men are more likely than women to receive helpful career advice from colleagues.					
					In meetings, people pay just as much attention when women speak as when men do.					
					Women are appropriately represented in senior positions.					
					Sex discrimination is a big problem in my department.					



## University of Michigan Survey of Academic Climate and Activities

*Throughout this survey, "faculty" refers to all tenured and tenure-track, primary research, and clinical track faculty.*

### PERSONAL LIFE

Do you have a spouse or partner? Yes      No  
 (If no, please go to the section labeled **DEMOGRAPHICS**, below)

What, if any, is your spouse's/partner's employment or career field? \_\_\_\_\_

What is your spouse's/partner's employment status? Full time      Part time      Not employed

What is your spouse's/partner's preferred employment status at this time? Full time      Part time      Not employed

If your partner is employed at UM, what type of appointment does he or she have? *Check all that apply.*

faculty member	administrative/professional staff	office or support staff
primary research appointment	technical	health field
post-doctoral or fellowship	librarian/curator	other, specify _____

Have you ever sought help from UM in attempting to find appropriate employment for your spouse or partner? Yes      No

If yes, how satisfied were you with UM's help in locating appropriate opportunities for your spouse or partner? *Please circle the appropriate number.*

Very dissatisfied      1      2      3      4      5      Very satisfied

Have you ever considered leaving UM to improve career opportunities for your spouse/partner? Yes      No

### DEMOGRAPHICS

Age: \_\_\_\_\_ (years)      Sex:      Male      Female      US citizen?:      Yes      No

Racial/Ethnic Identification      Number of children for whom you do, or have, provide(d) care: \_\_\_\_\_  
 (Check one):      Age of youngest: \_\_\_\_\_  
 \_\_\_ African American      Age of oldest: \_\_\_\_\_  
 \_\_\_ Asian American  
 \_\_\_ Euro American  
 \_\_\_ Latina/o or Hispanic American  
 \_\_\_ Native American/American Indian  
 \_\_\_ Mixed (please describe): \_\_\_\_\_  
 \_\_\_ Other (please describe): \_\_\_\_\_

*If you are a tenured or tenure-track faculty member:*

Is it possible to stop or extend the tenure clock in your unit(s)/department(s)? Yes      No      I don't know

*If yes, and if you were ever an assistant professor at UM, did you stop or extend the tenure clock for any of the following reasons? Check all that apply.*

- Yes, as part of my start-up package.
- Yes, because of a professional opportunity.
- Yes, because of childbirth/other dependent care duties.
- Yes, for health/medical reasons.
- Yes, for other reasons; please specify \_\_\_\_\_

Did you choose *not* to stop the tenure clock even though you were entitled to? Yes      No  
 If yes, why? \_\_\_\_\_

*If you have chosen to stop the tenure clock for any reason, how supportive was/were your unit(s)/department(s) in facilitating this choice? Please circle the appropriate number for each applicable unit.*

Unit 1:	Not at all supportive	1	2	3	4	5	Very supportive
Unit 2:	Not at all supportive	1	2	3	4	5	Very supportive

### **SURVEY FOLLOWUP**

Because the survey responses are anonymous, we have no way of knowing who completed them. Therefore, we ask you to please fill out and return, under separate cover, the enclosed stamped and addressed postcard. The postcard asks you to provide the following information:

1. that you have completed and returned (or decline to complete) the survey. This information will be used to re-contact non-respondents in an effort to increase response rate. *If you return the postcard you will not be re-contacted about the survey;*
2. whether or not you would like a copy of the report of the findings;
3. whether or not you would be interested in participating in a follow-up interview. Sometimes respondents are willing to be interviewed in order to discuss further issues raised briefly in a survey. If you think you might be interested in an interview, please indicate this by checking the appropriate box on the reply postcard. Information provided in an interview, while not anonymous, will be confidential. Regrettably, we may not be able to interview all those who express interest.

**Thank you very much for taking the time to complete and return the survey.**