## Survey of University of Michigan Faculty

Throughout this survey, "faculty" refers to all tenured and tenure-track, primary research, and clinical track faculty.
If you need to complete the survey in more than one sitting, please click on the " $\gg$ " button at the bottom of this page; this will save your responses. Once you have advanced to the next page of the survey, you may then close your browser window and return to the full survey at a later time.

If you need to go back to a previous page in the survey, please click on the "<<" button at the bottom of the page. Please do not use the back button of your web browser.

Procedures for Completing the Survey

## Procedures for Completing the Survey

Thank you very much for participating in the University of Michigan Faculty Survey. Throughout this survey, "faculty" refers to all tenured and tenure-track, primary research, and clinical track faculty. You are able to stop and return to your survey at a later time, until you click the final submit button at the end of the survey. You may skip any questions you do not feel comfortable answering, and you have the opportunity to write additional comments near the end of the survey.

We hope to receive completed surveys no later than November 16, 2012.

If you have questions about your rights as a research participant, or wish to obtain information, ask questions or discuss any concerns about this study with someone other than the researcher(s), please contact the University of Michigan Health Sciences and Behavioral Sciences Institutional Review Board, 540 E Liberty St., Ste 202, Ann Arbor, MI 48104-2210, (734) 936-0933 [or toll free, (866) 936-0933], irbhsbs@umich.edu.

## PROFESSIONAL EMPLOYMENT

PROFESSIONAL EMPLOYMENT

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

|  | 1960-64 | 1965-69 | 1970-74 | 1975-79 | 1980-84 | 1985-89 | 1990-94 | 1995-99 | 2000-04 | 2005-09 | 2010-12 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| year of highest degree | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ |
| year of first UM appointment | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ |
| year started tenure track at UM | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ |

Please indicate, in the following chart, your budgeted appointment for July 2011-June 2012 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. (Note: Fraction amounts should not equal more than 100\%; and all ranks include adjunct appointments.)


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

Social Science
Science or Engineering (basic, natural, clinical \& applied science)Arts/HumanitiesOther (please describe):

Do you currently have one or more dry (unfunded) appointments?
yes
no

## PRIMARY DEPARTMENT/UNIT

## PRIMARY DEPARTMENT/UNIT

Many of the following questions ask you to rate conditions in your "primary department/unit." If you have multiple appointments, we would like you to rate the department/unit that you consider to be your primary appointment. Normally this would be the department/unit in which you spend the most time (regardless of percentage of budgeted appointment).

However, we are most interested in learning about instructional departments/units, so if you have an administrative position and an additional instructional appointment in another department/unit, please select the instructional department/unit. If you teach in two departments/units to an equal degree, please simply choose one to rate for this questionnaire.

My primary department/unit is in the following school/college: $\qquad$

My appointment in this department/unit is on the following track: $\qquad$

## RESOURCES

## RESOURCES

In the chart below, please indicate your level of satisfaction with your current allocations of these items in your primary department/unit.
Office space:

|  | very dissatisfied | somewhat <br> dissatisfied | neutral | somewhat <br> satisfied |
| :--- | :---: | :---: | :---: | :---: |
| amount of space |  |  |  | very satisfied | not applicable

Research space:

|  |  |  |  |  |  |
| :--- | :---: | :---: | :---: | :---: | :---: |
| amount of space | very dissatisfied | somewhat <br> dissatisfied | neutral | somewhat <br> satisfied | verysatisfied |
| location appropriate to needs of <br> research |  |  |  |  |  |
| contiguity of space <br> computer equipment |  |  |  |  |  |

$\qquad$

addressed by physical plant)
$\bigcirc$
$\bigcirc$
$\bigcirc$
$\bigcirc$
$\bigcirc$
$\bigcirc$
other (please specify):
$\bigcirc \bigcirc$
$\bigcirc$
$\bigcirc$

Funding sources:

|  |  | somewhat |  | somewhat |  |
| :--- | :---: | :---: | :---: | :---: | :---: |
|  | very dissatisfied | dissatisfied | neutral | satisfied | verysatisfied |
| University |  |  |  | not applicable |  |
| external |  |  |  |  |  |

Please describe any resource allocation issues in your primary department/unit that concern you:
$\square$

Have you ever had an outside offer while at UM?
yes
no

Did an outside offer ever result in a salary increase?
yes
no

Why not?
$\square$

## CAREER SATISFACTION

## CAREER SATISFACTION

How satisfied are you with the following dimensions of your professional development in your primary department/unit? Select the response option that best expresses your level of satisfaction for each dimension below.

|  | very dissatisfied | somewhat dissatisfied | neutral | somewhat satisfied | very satisfied | not applicable |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| opportunity to collaborate with other faculty | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ |
| amount of social interaction with members of my department/unit | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ |
| level of funding for my research or creative efforts | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ |
| current salary in comparison to the salaries of my UM colleagues | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ |
| ability to attract students to work with me | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ |
| sense of being valued as a teacher by | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ |

mystudents
sense of being valued as a mentor or advisor by my students
sense of being valued for my teaching by members of my department/unit
sense of being valued for my research, scholarship, or creativity by members of my department/unit
level of intellectual stimulation in my day-to-day contacts with faculty colleagues
sense of contributing to theoretical developments in mydiscipline
balance between professional and personal life
other (please specify):






All things considered, how satisfied are you with your current position at UM?

| 1-very dissatisfied | 2 | 3 | 4 |
| :---: | :---: | :---: | :---: |
|  | $\bigcirc$ | $\bigcirc$ | 5-verysatisfied |

How likely is it that you will stay at UM for your entire career?

| 1-very unlikely | 2 | 3 | 4 | 5 -very likely |
| :--- | :--- | :--- | :--- | :--- |
|  |  |  |  |  |

How much would you like to stay at UM for your entire career?

| 1-not at all | 2 | 3 | 4 |
| :---: | :---: | :---: | :---: |
| 0 |  | 0 | 5 |

How often do you think about leaving UM?

| 1-never | 2 | 3 | 4 |
| :---: | :---: | :---: | :---: |
| 0 |  | 0 | 5 |

Please indicate your level of agreement with each of the following items about your work experiences generally, as well as how you manage your work load in your primary department/unit.

|  | strongly disagree |
| :--- | :--- | :--- |
| I have significant autonomy in |  |
| determining how I do my job. |  |
| I can decide on my own how to go |  |
| about doing my work. |  |
| I have considerable opportunity for |  |
| independence and freedom in how I do |  |
| my job. |  |
| My impact on what happens in my |  |
| department/unit is large. |  |
| I have a great deal of control over what |  |
| happens in my department/unit. |  |
| I have significant influence over what |  |
| happens in my department/unit. |  |
| I regularly bring work home. |  |
| I respond to work-related |  |
| communications (e.g., emails, texts, |  |
| and phone calls) during my personal |  |
| time away from work. |  |
| I work during my vacations. |  |
| I allow work to interrupt me when I |  |
| spend time with my family or friends. |  |
| I continue to learn more and more as |  |
| time goes by. |  |

I have developed a lot as a person.
I find myself learning often.
$\bigcirc$
$\bigcirc$
$\bigcirc$
$\bigcirc$
$\bigcirc$
$\bigcirc$
$\bigcirc$
$\bigcirc$
$\bigcirc$
$\bigcirc$

## RECOGNITION

## RECOGNITION

Has your primary department/unit ever nominated you for an award in the following areas?

|  | yes | no |
| :---: | :---: | :---: |
| teaching | $\bigcirc$ | $\bigcirc$ |
| research | $\bigcirc$ | $\bigcirc$ |
| clinical | $\bigcirc$ | $\bigcirc$ |
| service | $\bigcirc$ | $\bigcirc$ |

Has your primary department/unit failed to nominate you for an award for which you were qualified?
yes
no
Idon't know

Please elaborate:
$\square$

MENTORING

Overall, how effective is your primary department/unit at mentoring its junior faculty?

1-very ineffective
○

2
$\bigcirc$

3
$\bigcirc$

4
$\bigcirc$

5 -very effective
○

Do you have at least one mentor/career advisor?


- no

Please indicate how much of the various kinds of support/advice you currently receive from all your mentors/career advisors in each area listed:

|  | none | some |
| :--- | :---: | :---: |
| serves as a role model <br> promotes my career through <br> networking |  |  |
| advises about preparation for <br> advancement (e.g., promotion, <br> leadership positions) |  |  |
| advises about getting my work <br> published |  |  |
| advises about department politics |  |  |

advises about obtaining the resources I need
advocates for me
advises about balancing work and family
other (please specify):
$\qquad$
$\bigcirc$
$\bigcirc$
$\bigcirc$
$\bigcirc$
$\bigcirc$
$\bigcirc$
$\bigcirc$
$\bigcirc$


## MENTORING II

## MENTORING

Do you serve as a mentor/career advisor to another faculty member(s)?
yes
no

Please indicate how much of the various kinds of support/advice you currently provide as a mentor/career advisor in each area listed:

|  | none | some | a lot | too much |
| :---: | :---: | :---: | :---: | :---: |
| serve as a role model for mentee | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ |
| promote mentee's career through networking | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ |
| advise mentee about preparation for advancement (e.g., promotion, leadership positions) | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ |
| advise mentee about getting work published | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ |
| advise mentee about department politics | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ |
| advise mentee about obtaining the resources needed | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ |
| advocate for mentee | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ |
| advise mentee about balancing work and family | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ |
| other (please specify): | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ | $\bigcirc$ |

TEACHING

## TEACHING

Faculty on campus engage in teaching in a variety of ways. Some mainly provide one-on-one instruction, others offer classroom teaching through formal courses, and many do a mixture. How would you characterize your main teaching responsibilities in each of the categories below?

|  | none | some | most |  |
| :--- | :---: | :---: | :---: | :---: |
| one-on-one instruction |  |  | - |  |
| formal seminar courses |  |  |  |  |
| formal lecture courses |  |  |  |  |
| occasional lectures in large courses |  |  |  |  |
| modeling correct professional behavior |  |  |  |  |
| other (please describe): |  |  |  |  |

[^0]$\square$

How satisfied are you with your teaching load?
very dissatisfied
○
somewhat dissatisfied
$\bigcirc$
neutral
$\bigcirc$
somewhat satisfied
$\bigcirc$
very satisfied
$\bigcirc$
not applicable
$\bigcirc$

In a given year, for how many students do you serve as primary advisor?
graduate students
undergraduate students $\square$

RESEARCH

## RESEARCH

Are you a member of a well-established research team? By this we mean a collaboration that has existed for one year or more, or has submitted research proposals together, or has coauthored papers together.

Yes, I belong to a well-established research team.No, my research team cannot be considered a well-established one.
Iam not a member of a single research team. Depending on the project, I work with different teams.
I usually work alone.

We would like to know about your general attitudes and satisfaction with your research collaboration. Please rate your views about your research collaboration.

|  | strongly disagree | somewhat <br> disagree | neither agree nor <br> disagree | somewhat agree |
| :--- | :--- | :--- | :--- | :--- |
| In general, collaboration has improved <br> my research productivity. |  |  |  |  |
| In general, collaboration has improved <br> the quality of my research. |  |  |  |  |
| Collaboration has posed a significant <br> time burden in my research. |  |  |  |  |

Thinking about your own experiences in the past, what barriers have you encountered when trying to establish research collaborations with investigators from other departments, institutions, or organizations? Check all that apply; if this does not apply to your situation, please mark the box for 'NA'.lack of timelack of fundinglack of support staff to assist with collaborative research effortslimited awareness of opportunities to network with people outside of my disciplineproximity to other researcherslack of interest among potential partners
political or organizational pressureshave not encountered any major barriers
other (please specify):

NA

## PARTICIPATION

## PARTICIPATION

In a typical year:
how many department, college and/or university level committees do you serve on?
how many do you chair? $\square$

Have you ever been asked to serve and/or served as department chair, department section/area/program chair, or center/lab/institute/program director or administrator?

|  | yes | no |
| :--- | :---: | :---: |
| asked to serve: | $\bigcirc$ | $\bigcirc$ |
| served: | $\bigcirc$ | $\bigcirc$ |

Do you feel you have been excluded from participating in important decision-making college and/or department level committees?
no

## INSTITUTIONAL/DEPARTMENTAL RELATIONSHIPS

## INSTITUTIONAL/DEPARTMENTAL RELATIONSHIPS

Please indicate your level of agreement with each of the following statements concerning conditions in your primary department/unit, and your relationships with your primary department/unit colleagues by selecting the appropriate response option.

|  |
| :--- | :--- | :--- |
| 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." |
| I feel I have received adequate |
| information and feedback about what it |

How would you rate your primary department/unit's executive leader (chair or director) in each of the following areas? Select the appropriate response option for each item.

The chair/director of my primary department/unit...

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

For each item, please select the response option that best corresponds to how much influence you feel you have over the following matters in your primary department/unit:

|  | really no influence | minor influence | substantial <br> influence |
| :--- | :--- | :--- | :--- | :--- |
| unit curriculum decisions <br> size of salary increases I receive <br> obtaining money for travel to <br> professional meetings <br> influence |  |  |  |
| securing the facilities or equipment I <br> need for my research |  |  |  |

Please indicate in the chart below any job-related discrimination you have experienced at UM within the last five years.
Check the boxes indicating the basis for the discrimination (columns labeled: race/ethnicity, gender, sexual orientation, etc.) and the areas in which the discriminatory behavior has affected your career at UM (rows labeled: hiring, promotion, etc.).

Please select all that apply.

Areas affected by the
discriminatory behavior
Basis for the discrimination

|  | not applicable | race/ ethnicity | gender | sexual orientation | physical disability | religious affiliation | other |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| hiring | $\square$ | $\square$ | $\square$ | $\square$ | $\square$ | $\square$ | $\square$ |
| promotion | $\square$ | $\square$ | $\square$ | $\square$ | $\square$ | $\square$ | $\square$ |
| . | $\sim$ | $\sim$ | $\sim$ | $\sim$ | $\sim$ | $\sim$ | $\sim$ |


| salary | $\square$ | $\square$ | $\square$ |
| :--- | :--- | :--- | :--- | :--- |
| space/equipment, other resources |  |  |  |
| access to administrative staff | $\square$ | $\square$ | $\square$ |
| graduate student or resident/fellow |  |  |  |
| assignments |  |  |  |
| other (please specify): | $\square$ | $\square$ | $\square$ |

Within the past 5 years, have you experienced any unwanted and uninvited sexual attention (defined as including unwanted sexual teasing, jokes, remarks, or questions; unwanted pressure for dates; unwanted letters, phone calls, or e-mails; unwanted touching, leaning over, cornering, or pinching; unwanted pressure for sexual favors; stalking; rape or assault)?
yes
no

Did you make an official report of it to anyone?
yes
no

Why?
$\square$

Why not?
$\square$

In your primary department/unit, how prevalent are instances of unwanted and uninvited sexual attention?

| 1-not at all prevalent | 2 | 3 | 4 | 5-very prevalent |
| :---: | :---: | :---: | :---: | :---: |
| $\bigcirc$ | $\bigcirc$ | $\bigcirc$ |  |  |

Within the past five years, how many individuals from UM have come to you concerned about behavior they experienced that either you or they would define as unwanted and uninvited sexual attention?

Are you now, or in the past five years have you ever been, the officially designated person to whom people report incidences of unwanted sexual attention?
no

INSTITUTIONAL/DEPARTMENTAL CLIMATE

Please rate the climate of your primary department/unit on the following continuum.


Please indicate your level of agreement with each of the following statements concerning the atmosphere in your primary department/unit by selecting the appropriate response option:

| 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 <br> in senior positions. <br> Sexdiscrimination is a big problem in <br> my department. |

How often within the last five years at UM have you overheard insensitive or disparaging comments about the following types of people in general, or about particular people as a member of that group, made by faculty or students? [This does not refer to comments about an individual as an individual.] Please select one for each row. Select "never" if not applicable.
about women in general, or about particular women as "typical" of women
comment made by:

|  | never | once or twice/year | couple of times/term | more than once/month | weekly |
| :--- | :---: | :---: | :---: | :---: | :---: |
| faculty |  |  |  |  |  |

about men in general, or about particular men as "typical" of men
comment made by:

|  | never | once or twice/year | couple of times/term | more than once/month |
| :--- | :---: | :---: | :---: | :---: |
| faculty |  |  |  | weekly |
| students |  |  |  |  |

about racial/ethnic minorities, or about particular persons of color as "typical" of a racial/ethnic group
comment made by:

|  | never | once or twice/year | couple of times/term | more than once/month |
| :--- | :---: | :---: | :---: | :---: |
| faculty |  |  |  |  |

about a religious group or about particular persons as "typical" of a religious group
comment made by:

|  | never | once or twice/year | couple of times/term | more than once/month |
| :--- | :---: | :---: | :---: | :---: |
| faculty |  |  |  | weekly |
| students |  |  |  |  |

about sexual minorities (that is, gay, lesbian, bisexual and transgender individuals), or about particular persons as "typical" of a sexual minority
comment made by:

|  | never | once or twice/year | couple of times/term | more than once/month | weekly |
| :--- | :---: | :---: | :---: | :---: | :---: |
| faculty |  |  |  |  |  |
| students |  |  |  |  |  |

about individuals based on their political perspectives
comment made by:

|  | never | once or twice/year | couple of times/term | more than once/month | weekly |
| :--- | :---: | :---: | :---: | :---: | :---: |
| faculty |  |  |  |  |  |

about those from other countries
comment made by:

|  | never | once or twice/year | couple of times/term | more than once/month | weekly |
| :--- | :---: | :---: | :---: | :---: | :---: |
| faculty |  |  |  |  |  |
| students |  |  |  |  |  |

Please mark all that apply for each statement.
In my primary department/unit...

|  | men | women | international | racial/ethnic minorities | sexual minorities | disabled |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| I belong to this group. | $\square$ | $\square$ | $\square$ | $\square$ | $\square$ | $\square$ |
| as far as I know, there are NO faculty who belong to this group. | $\square$ | $\square$ | $\square$ | $\square$ | $\square$ | $\square$ |
| there is a supportive department community for these faculty. | $\square$ | $\square$ | $\square$ | $\square$ | $\square$ | $\square$ |
| the department environment is one in which these faculty feel comfortable and are included. | $\square$ | $\square$ | $\square$ | $\square$ | $\square$ | $\square$ |
| these faculty members voice their ideas in meetings as often as faculty not belonging to this group. | $\square$ | $\square$ | $\square$ | $\square$ | $\square$ | $\square$ |
| some faculty members have a condescending attitude toward members of this group. | $\square$ | $\square$ | $\square$ | $\square$ | $\square$ | $\square$ |
| some faculty members expect more from these faculty than from others. | $\square$ | $\square$ | $\square$ | $\square$ | $\square$ | $\square$ |
| some faculty members expect less from these faculty than from others. | $\square$ | $\square$ | $\square$ | $\square$ | $\square$ | $\square$ |

Do you currently have a spouse/partner?
yes
no

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

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 spouse/partner is employed at UM, what type of appointment does he or she have? Select all that apply.
$\square$ faculty memberlibrarian/curator
$\square$ primary research appointment
$\square$ office or support staff
$\square$ health field
$\square$ other (please specify):
$\square$ administrative/professional staff
$\square$ technical

Have you ever sought help from UM in attempting to find appropriate employment for your spouse/partner?
yes
no
not applicable

How satisfied were you with UM's help in locating appropriate opportunities for your spouse/partner?
1-very dissatisfied
2
3
$\bigcirc$
4
$\bigcirc$
5-very satisfied
○

Have you ever considered leaving UM to improve career opportunities for your spouse/partner?
yes
no
not applicable

Age (in years):
$\qquad$

Sex:

- male
female
U.S. citizen?
yes
no

Racial/Ethnic Identification (select one):

African American

- Asian American

Euro American
Latina/o or Hispanic American
Native American/American IndianMixed (please describe):
Other (please describe).
Other (please describe):

Number of children for whom you do, or have, provide(d) care:

Age of youngest:
Age of oldest:


If you have children and a spouse/partner, how would you describe, in general, the distribution of parenting responsibilities between you and your spouse/partner?

1
I handle most of the parenting responsibilities.
$\bigcirc$

2
$\bigcirc$

3
The parenting responsibilities are shared equally.
$\bigcirc$

5
My spouse/partner handles most of the parenting responsibilities.
$\bigcirc$

Are you responsible for taking care of another adult, including an adult family member?
yes
no

Please indicate your level of responsibility:
I am solely responsible for taking care of another adult, including an adult family member.
Ishare these responsibilities with others.

Please indicate if your professional life has been affected by any of the following in the past five years. Please select all that apply.

|  | Having children has affected my professional life in the following ways: | Having ongoing care responsibilities for a person who is ill, disabled or aging has affected my professional life in the following ways: | My own health issues have affected my professional life in the following ways: |
| :---: | :---: | :---: | :---: |
| not applicable | $\square$ | $\square$ | $\square$ |
| professional travel curtailed | $\square$ | $\square$ | $\square$ |
| inability to work evenings and weekends | $\square$ | $\square$ | $\square$ |
| disruptions of work during the day | $\square$ | $\square$ | $\square$ |
| unexpected time away from work | $\bigcirc$ | $\square$ | $\square$ |
| opportunities not offered | $\square$ | $\square$ | $\square$ |
| opportunities not taken | $\square$ | $\bigcirc$ | $\square$ |
| other: (please specify) | $\square$ | $\square$ | $\square$ |

Did you complete a similar faculty survey in fall, $2006 ?$
no
maybe

Please describe/list the most positive or favorable aspects of your primary department/unit, as well as the most negative or unfavorable aspects of it:


Additional comments:
$\square$

## CAMPUS-WIDE INITIATIVES

## CAMPUS-WIDE INITIATIVES

Please indicate if you have heard or read about any of the following new or existing initiatives at the University of Michigan.

Mcubed project:

Yes
No
Not sure

What do you think the Mcubed project is about?

O Yes

- No

Not sure

What do you think the STEP workshops are about?
$\square$

LIFT (Leadership and Integration in Faculty Transitions) workshops

Yes

- No

Not sure

What do you think the LIFT workshops are about?


PPFP (University of Michigan President's Postdoctoral Fellowship Program )

- Yes

O No
Not sure

What do you think the PPFP program is about?


END

This is the end of the survey. Please do not click on the ">>" button below until you have completed the survey. Once you click the ">>" button on this page, you will no longer be able to access this survey. If you need to return to a previous page, please use the " $\ll$ " button. Thank you!


[^0]:    How many formal courses, in a lecture and/or seminar format, do you teach each academic year?

