Survey questions are designated either PRIMARY CORE or SECONDARY CORE. Primary core questions are those for which comparative information is most valuable and which are considered most central to a survey of faculty. **Primary core questions should be included in all AAUDE faculty surveys if at all possible.** Secondary core questions tend to have less comparative value (although comparative data are generally available). Whether or not to include secondary core questions will depend on your local context. All AAUDE questions included in your survey should be shared with AAUDE. Please direct any questions to the Caretaker and Caretaker Buddies.

**SATISFACTION**

1. Overall, how satisfied are you being a faculty member at {institution}? (Very dissatisfied; Somewhat dissatisfied; Neither dissatisfied nor satisfied; Somewhat satisfied; Very satisfied)

2. How satisfied are you with the resources {institution} provides to support your research and scholarship? (Very dissatisfied; Somewhat dissatisfied; Neither dissatisfied nor satisfied; Somewhat satisfied; Very satisfied)

3. How satisfied are you with the resources {institution} provides to support your teaching? (Very dissatisfied; Somewhat dissatisfied; Neither dissatisfied nor satisfied; Somewhat satisfied; Very satisfied)

4. More specifically, please indicate the degree to which you are satisfied with each of the following: (Very dissatisfied; Somewhat dissatisfied; Neither dissatisfied nor satisfied; Somewhat satisfied; Very satisfied; Not applicable)

   a. Salary
   b. Start-up funds
   c. Benefits package (e.g., medical, retirement, vacation, etc.)
   d. Support for securing grants
   e. Teaching responsibilities
   f. Access to teaching assistants
   g. Advising responsibilities
   h. Quality of graduate/professional students
   i. Time available for scholarly work
   j. Committee and administrative responsibilities
   k. Clinical responsibilities
   l. Availability of nearby parking
   m. Office space
   n. Lab or research space
   o. Classroom space
   p. Library resources
   q. Computing resources
   r. Clerical and administrative staff
   s. Technical and research staff
   t. Other resources to support research

**SECONDARY core questions are highlighted in yellow; All others are PRIMARY CORE.**  
Blue shading indicates an administrative variable or note to researchers, not a survey question  
Green shading indicates revised text or NEW QUESTION
WORKLOAD
[Where relevant, “present academic year” versus “previous academic year” phrasing will depend on what time of year the survey is offered. Also, instructions for each question will include some version of “If you are on leave this academic year, please answer this question for the preceding academic year.”]

Note: If desired, schools may use higher productivity caps and collapse the additional scale categories into the core categories.

5. Overall, how would you rate the reasonableness of your workload? (Much too light; Too light; About right; Too heavy; Much too heavy)

6. How do you think your workload compares to that of similarly situated faculty (same rank and field) at comparable universities? (My workload is…. Much lighter; somewhat lighter; comparable to that of similarly situated colleagues; somewhat heavier; much heavier).

7. Teaching:
   Classes primarily for undergraduates (0; 1; 2; 3; 4; 5; 6; 7; 8 or more)
   a. How many undergraduate classes (excluding independent studies) did you teach during the present academic year?
   b. How many students, total, did you teach in these classes? (numeric integer, no cap)

   Classes primarily for graduate/professional students (0; 1; 2; 3; 4; 5; 6; 7; 8 or more)
   c. How many graduate/professional classes (excluding independent studies) did you teach during the present academic year?
   d. How many students, total, did you teach in these classes? (numeric integer, no cap)

8. In the past 12 months, how many of each of the following did you submit? (0; 1; 2; 3; 4; 5; 6; 7; 8; 9; 10 or more)
   a. Papers for publication in peer-reviewed journals
   b. Papers for presentation at conferences
   c. Books: authored
   d. Books: edited
   e. Chapters in books
   f. Other scholarly or creative works
   g. Grant proposals

9. During an academic year, how many hours is your typical work week? (0; 1; 2; 3; 4; 5; … 99; 100 or more)

(Not to researchers: You may ask the following question in terms of hours per week worked or as shown below in terms of percent time. Caretakers will recode hours per week into percent time and only percent time will be available in the dataset.)
10. As you think about how you spend your time in an academic year, what percent of your average work week do you spend on each of the following work-related activities? (The sum of these responses should be 100%)

a. Teaching (including preparing materials for class, lecturing, etc.)
b. Meeting or communicating with students outside of class (office hours, advising, supervising research, writing letters of recommendation, etc.)
c. Scholarship, conducting research, creating or performing artistic work (including writing, attending professional meetings, writing and administering grants, etc.)
d. Administrative responsibilities and University service (committee work, mentoring, etc.)
e. Service external to the university (to one’s discipline, outreach or extension activities, etc.)
f. Clinical work
g. Other work-related activities, including paid consulting

11. {Administrative variable, not in survey: Did your survey instrument ask for percent time or hours per week for the domain questions? 1 = percent time / 2 = hours per week} Administrative

12. Advising: How many of each of the following types of advisees do you have? (0; 1; 2; 3; 4; 5; … 50; more than 50)

a. Undergraduate students
b. Graduate/professional students
c. Postdoctoral associates or fellows
d. Informal student advisees

13. Please indicate the number of committees (formal and ad hoc) you served on within the last year, excluding thesis committees: (0; 1; 2; 3; 4; 5; 6; 7; 8; more than 8)

a. Departmental committees
b. University/ School/ Divisional committees
c. External committees or boards related to your discipline (e.g., accreditation; editor of a journal; officer of a professional association)

14. Have you ever served in any of the following administrative capacities? (check all that apply) If so, did you receive teaching relief in exchange for taking on this administrative responsibility? (please refer to the most recent responsibility if you have served more than once)

<table>
<thead>
<tr>
<th>Capacity</th>
<th>Frequency</th>
<th>Teaching Relief</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chair of department/unit</td>
<td>Never; Serving currently or served within the past 5 academic years; Served prior to the past 5 acad. yrs</td>
<td>Yes; No; N/A</td>
</tr>
<tr>
<td>Other admin capacity</td>
<td>Same scale as above</td>
<td>Yes; No; N/A</td>
</tr>
</tbody>
</table>

15. How willing are you to assume leadership positions, if asked to serve? (Very unwilling, Somewhat unwilling, Neither unwilling or willing, Somewhat willing, Very willing)
16. Please indicate the extent to which each of the following aspects of work has been a source of stress for you over the past twelve months. (Not at all; Somewhat; Extensive; Not applicable)
   a. Timing of departmental meetings and functions
   b. Managing a research group or grant (e.g., finances, personnel)
   c. Securing funding for research
   d. Scholarly productivity
   e. Teaching responsibilities
   f. Advising responsibilities
   g. Committee and/ or administrative responsibilities
   h. Review/ promotion process
   i. Departmental or campus politics
   j. Clinical responsibilities

ATMOSPHERE OF DEPARTMENT/ UNIT
Please indicate your agreement or disagreement with the following statements: (Strongly disagree; Somewhat disagree; Neither agree nor disagree; Somewhat agree; Strongly agree; N/A)

17. My colleagues value my research / scholarship.
18. I am satisfied with opportunities to collaborate with faculty in my primary department/ unit.
19. I am satisfied with opportunities to collaborate with faculty in other units at my Institution.
20. Interdisciplinary research is recognized and rewarded by my department/ unit.
21. My chair/ director/ dean creates a collegial and supportive environment.
22. My chair/ director/ dean helps me obtain the resources I need.
23. I have a voice in the decision-making that affects the direction of my department/ unit.
24. I can navigate the unwritten rules concerning how one is to conduct oneself as a faculty member.
25. My chair/ director/ dean creates a collegial and supportive environment.
26. My department/ unit is a place where individual faculty may comfortably raise personal and/ or family responsibilities when scheduling departmental/ unit obligations.
27. I feel excluded from an informal network in my department/ unit.
28. I have to work harder than some of my colleagues to be perceived as a legitimate scholar.
29. I feel that the climate and opportunities for female faculty in my department/unit are at least as good as those for male faculty.
30. I feel that the climate and opportunities for minority faculty in my department/unit are at least as good as those for nonminority faculty.

MENTORING
(question 31 may be appropriate for most faculty; remaining mentoring questions are most appropriate for non-tenured or recently tenured faculty)

31. While a faculty member at {institution}, have you served as a mentor for another faculty member? (Yes, through a formal program only; Yes, informally only; Yes, both through a formal program and informally; No)

32. While at {institution}, do you feel as though you have received adequate mentoring? (Yes; No; Not applicable) NOTE: This is the ONLY primary core mentoring question
33. While at {institution} have you sought mentoring on the following aspects of the faculty role? If so, how helpful has the mentoring been? (Have not sought mentoring; Have sought mentoring and it was – Not helpful; Somewhat helpful; Very helpful)

a. Allocating time among work-related activities (e.g., research, teaching, service)
b. Obtaining needed resources for research
c. Publishing scholarly work
d. Teaching
e. Earning promotion and tenure
f. Navigating department or disciplinary politics

NEW SECONDARY

34. While at {institution}, with how many faculty and administrators have you established formal or informal mentoring relationships? (0, 1, 2, 3, 4, 5, 6, 7, 8, 9, 10 or more)

NEW

35. While at {institution}, have you had one or more formal mentors through programs administered by the university, whether or not the programs are mandatory? (Yes, by assignment; Yes, by my choice; Yes, both by assignment and my choice; No)

36. How helpful have you found the formal mentoring from the mentors that were assigned to you? (Not helpful; Somewhat helpful; Very helpful; Not applicable)

New response categories

37. How helpful have you found the formal mentoring from the mentors that were chosen by you? (Not helpful; Somewhat helpful; Very helpful; Not applicable)

New response categories

38. While at {institution}, have you had one or more informal mentors (someone not officially assigned to you who gives advice on career issues and/or advocates for you in your discipline)? (Yes; No)

New response categories

39. How helpful have you found the informal mentoring from the mentors inside {institution}? (Not helpful; Somewhat helpful; Very helpful; Not applicable)

New response categories

PROMOTION/ TENURE

40. Do you agree that the criteria for tenure are clearly communicated? (Strongly disagree; Somewhat disagree; Neither agree nor disagree; Somewhat agree; Strongly agree; Don’t know)

41. In your experience, to what extent are the following items valued in the tenure process? (Valued slightly or not at all; Somewhat valued; Highly valued; Don’t know; Not applicable)

a. Research/scholarly work.
b. Teaching contributions.
c. Service (i.e., committee work, etc.)
d. Clinical work
42. How appropriately are these items valued in the tenure process? (Very undervalued; Somewhat undervalued; Valued appropriately; Somewhat overvalued; Very overvalued; Don't know; Not applicable)
   a. Research/scholarly work
   b. Teaching contributions
   c. Service (i.e., committee work, etc.)
   d. Clinical work

HIRING/RETENTION

43. In the last five years, while at {institution}, have you received a formal or informal outside job offer that you took to your department/unit Chair/Dean? (Yes; No)

44. In the next three years, how likely are you to leave {institution}? (Very unlikely; Somewhat unlikely; Neither likely nor unlikely; Somewhat likely; Very likely)

45. To what extent, if at all, have you considered the following as reasons to leave? (Not at all; To some extent; To a great extent; Not applicable)
   (Note that this question lends itself to randomization, i.e., presenting the reasons in a random order. If you use randomization, please note this in the ‘check’ file.)
   a. To increase your salary
   b. To improve your prospects for tenure
   c. To enhance your career in other ways
   d. To find a more supportive work environment
   e. To increase your time to do research
   f. To pursue a nonacademic job
   g. To reduce stress
   h. To address child-related issues
   i. To address other family-related issues
   j. To improve the employment situation of your spouse/partner
   k. To lower your cost of living
   l. Retirement
   m. Other, please specify (note that narrative comments are not shared with AAUDE)

LIFE OUTSIDE THE INSTITUTION

46. Please indicate the extent to which each of the following aspects of your life outside the Institution has been a source of stress for you over the past twelve months. (Not at all; Somewhat; Extensive; Not applicable)
   a. Managing household responsibilities
   b. Childcare
   c. Care of someone who is ill, disabled, aging, and/or in need of special services
   d. Your health
   e. Cost of living
47. Do you have a spouse or domestic partner?  
(Yes; No)

48. What is your spouse’s/ partner’s principal activity? (Employed; Not employed and actively seeking employment; Not employed and not seeking employment; Retired; Student; Other; Not applicable)

49. Is your spouse/ partner a faculty member or other academic? My spouse/ partner is… (is not an academic; a faculty member; a postdoctoral fellow or research associate; in an academic position other than faculty, post-doc or research associate; a graduate or professional student; Not applicable)

50. Does your spouse/ partner work or study at {institution}? (Yes; No; Not applicable)

51. How many children do you have in total? (0; 1; 2; 3; 4; 5; more than 5)

52. Do you have any children in the following age ranges? (Check all that apply.)
   a. 0-4 yrs
   b. 5-12 yrs
   c. 13-17 yrs
   d. 18-23 yrs
   e. 24 or older

53. Are you currently caring for or managing care for an aging and/ or ill parent, spouse, or other relative? (Yes; No)

54. Overall, how satisfied are you with the ways in which your role as a faculty member at {institution} and your life outside of {institution} fit together?  (Very dissatisfied; Somewhat dissatisfied; Neither dissatisfied nor satisfied; Somewhat satisfied; Very satisfied) NEW

DEMOGRAPHICS

Demographic data to be shared by Schools (either collected by survey or merged in from School database)
   a. What is your current rank? (Professor; Associate Professor; Assistant Professor; Instructor; Lecturer; Other)
   b. Are you currently: (Tenured; Not tenured and on tenure track; Not on tenure track)
   c. Local school name
   d. Local department/ unit name
   e. Primary department/ unit CIP (6-digit) (Note: Respondents will choose from a list of departments/ units at their institutions; these will be matched to CIP codes behind the scenes.)
   f. Full-time/ Part-time
   g. Age
   h. Gender (Male; Female; Transgender or other)
   i. What is your citizenship?  (revised response categories, still need to be confirmed)
j. Are you Hispanic or Latino? (Yes; No)
k. Regardless of your answer to the previous question, please check one or more of the following groups in which you consider yourself to be a member (White; Black or African American; Asian; American Indian or Alaska Native; Native Hawaiian or Other Pacific Islander)

**COMPUTED single category race variable with IPEDS coding:** *(to be computed by caretakers)*
1. Nonresident Alien
2. Unknown
3. Hispanic
4. Nat Amer
5. Asian
6. Afric Amer
7. Native Hawaiian or Other Pacific Islander
8. Caucasian
9. Non Hispanic-2 or more

l. Medical code (Non-medical; Medical only)
m. Track attribute (Instructional (tenure-line and non-tenure line); Research; Clinical; Public service; Librarian; Other)

n. Canadian race variables

O. Time at Institution as a faculty member (1; 2; 3; 4; 5; … 50; more than 50 years)
p. Do you currently hold an endowed chair? (Yes; No)
q. What is the highest degree you have earned? (Master's degree in the Arts and Sciences (MA, MS); MBA; Other professional master's degree (e.g., MPA, MSW, MSE, MSN, MAT, MPH, MFA); Ph.D.; Medical degree (MD, DO, DDS, DVM); Law degree (JD, LLB); Other doctoral degree (e.g., EdD, DDiv, ScD, DrPH, DBA); Joint degree (e.g., MD/PhD, MBA/JD); Other degree or certificate)
r. In what year did you earn your highest degree? (4-digit year)

**SUMMING UP**

55. If you could decide all over again whether to be a faculty member at {institution}, what would you decide?

I would choose to come to {institution}  
I would have some second thoughts  
I would choose not to come to {institution}  

NEW PRIMARY