ADVANCE- Catalyst Survey Instrument at WWU

DEMOGRAPHICS

1. Race
   - Caucasian
   - Hispanic
   - African American
   - Asian
   - Asian Pacific Islander
   - Native American

2. Gender
   - Male
   - Female

3. Age
   - 25-29
   - 30-39
   - 40-49
   - 50-59
   - 60 and over

4. Marital/partner status
   - Single
   - Partnered
   - Married

5. Do you have children?
   - Yes
   - No
   if no children skip to #7
6. Indicate the number of children in each age category.
   - 0-4 yrs.
   - 5-11 yrs.
   - 12-18 yrs.
   - 19-22 yrs.
   - Over 22 yrs.

7. Are you the primary caregiver for any member of your immediate or extended family (children, parents, or other)?
   - Yes
   - No

8. Are you the sole wage earner in your family?
   - Yes
   - No

**EMPLOYMENT**

9. How many female tenure-track faculty are in your department?
   - Fewer than or equal to 5
   - Greater than 5

10. What is your highest degree earned?
    - Masters
    - Doctorate
    - Other

11. What year did you receive your highest degree?

12. How many years of experience did you have in an academic or industrial setting, after earning your terminal degree and prior to coming to WWU?

13. In which year were you hired at WWU in your current position?
14. **Indicate your current academic appointment classification.**
   - Instructor
   - Senior Instructor
   - Affiliated Faculty
   - Visiting Faculty
   - Assistant Professor
   - Associate Professor
   - Professor

15. **Indicate your current employment category**
   - Non-tenure track
   - Tenure track
   - Tenured

16. **Do you have any administrative responsibilities?**
   - Yes
   - No

17. **What were the primary expectations/reasons regarding your decision to apply for and accept a faculty position at Western?**
   (check all that apply)
   - Salary
   - Benefits
   - Startup package
   - I wanted to spend more of my professional time devoted to teaching
   - I am attracted to the geographic area
   - I believed that I could have a better work-life balance at WWU
   - I believed the position would be better for my family
   - I intended to use this position to strengthen my professional credentials and increase my competitiveness in the future
   - I was attracted to the collaborative environment
   - I had a negative experience as a student or professional with another institution
   - I believed that WWU could accommodate my partner’s career
   - I believed that the position would provide a good balance of teaching and research
   - Other (please specify)
18. How satisfied are you that your experience matches your initial expectations?
   • Very Satisfied
   • Satisfied
   • Somewhat Satisfied
   • Somewhat Dissatisfied
   • Dissatisfied
   • Very Dissatisfied
   Please Explain:

19. In terms of your faculty appointment, indicate the percentage of time that you spend on the following activities (T = 100%).
   • Teaching/curriculum development
   • Research/scholarly activities
   • Service

20. How satisfied are you with your current workload?
   • Very Satisfied
   • Satisfied
   • Somewhat Satisfied
   • Somewhat Dissatisfied
   • Dissatisfied
   • Very Dissatisfied
   Please Explain:

   Indicate the extent to which you agree or disagree with the following statements:

21. I am satisfied with the percentage of time that I spend on these activities.
   • Strongly Agree
   • Agree
   • Somewhat Agree
   • Somewhat Disagree
   • Disagree
   • Strongly Disagree
   Please Explain:
22. I believe my department values the percentage of time I spend on these activities.
   - Strongly Agree
   - Agree
   - Somewhat Agree
   - Somewhat Disagree
   - Disagree
   - Strongly Disagree
   Please Explain:

**JOB SATISFACTION: Department**

How satisfied are you with the following:

23. Opportunity to collaborate with colleagues
   - Very Satisfied
   - Satisfied
   - Somewhat Satisfied
   - Somewhat Dissatisfied
   - Dissatisfied
   - Very Dissatisfied

24. Level of support (funds, equipment, space, time, etc.) for my scholarly endeavors
   - Very Satisfied
   - Satisfied
   - Somewhat Satisfied
   - Somewhat Dissatisfied
   - Dissatisfied
   - Very Dissatisfied

25. Current salary in comparison to salaries of my WWU colleagues
   - Very Satisfied
   - Satisfied
   - Somewhat Satisfied
   - Somewhat Dissatisfied
   - Dissatisfied
   - Very Dissatisfied
26. Ability to attract high quality students to work with me

- Very Satisfied
- Satisfied
- Somewhat Satisfied
- Somewhat Dissatisfied
- Dissatisfied
- Very Dissatisfied

27. Sense of being valued by my students

- Very Satisfied
- Satisfied
- Somewhat Satisfied
- Somewhat Dissatisfied
- Dissatisfied
- Very Dissatisfied

28. Sense of being accepted by my colleagues

- Very Satisfied
- Satisfied
- Somewhat Satisfied
- Somewhat Dissatisfied
- Dissatisfied
- Very Dissatisfied

29. Sense of being valued for my teaching by my colleagues

- Very Satisfied
- Satisfied
- Somewhat Satisfied
- Somewhat Dissatisfied
- Dissatisfied
- Very Dissatisfied

30. Sense of being valued for my scholarly endeavors by my colleagues

- Very Satisfied
- Satisfied
- Somewhat Satisfied
- Somewhat Dissatisfied
- Dissatisfied
• Very Dissatisfied

31. Sense of being valued for my service activities by my colleagues

• Very Satisfied
• Satisfied
• Somewhat Satisfied
• Somewhat Dissatisfied
• Dissatisfied
• Very Dissatisfied

32. Support for balance between professional and personal life

• Very Satisfied
• Satisfied
• Somewhat Satisfied
• Somewhat Dissatisfied
• Dissatisfied
• Very Dissatisfied

33. Recruitment practices for attracting women faculty

• Very Satisfied
• Satisfied
• Somewhat Satisfied
• Somewhat Dissatisfied
• Dissatisfied
• Very Dissatisfied

34. Have you requested to stop your tenure clock within the past five years?

• Yes
• No
If no skip to #38

If yes

35. Why?

36. Was your request granted?

• Yes
• No
If yes skip to #38
If no

37. Why not?

38. Within the past five years have you considered stopping your tenure clock but didn’t ask?
   • Yes
   • No
   If no skip to #40

If yes

39. Why?

40. Within the past five years have you requested parental or family leave?
   • Yes
   • No
   If no skip to #43

If yes

41. Why?

42. Was your request granted?
   • Yes
   • No
   If yes skip to #45

If no

43. Why not?

44. Within the past five years have you considered requesting parental or family leave but didn’t ask?
   • Yes
   • No
   If no skip to

If yes

45. Why?
46. Are you satisfied with the way your request either for parental/family leave, or to stop your tenure clock was handled?
   - Yes
   - No
   - Not Applicable
   Please explain

**CLIMATE: Mentoring**

47. Is there anyone who you currently regard as a mentor—someone who gives advice and counsel on career issues and/or advocates for you?
   - Yes
   - No
   If no skip to #51

If yes

48. My mentor(s) is/are:
   (check all that apply)
   - Someone in my department
   - Someone in my college
   - Someone at WWU
   - Someone outside of WWU

49. My mentor(s) is/are:
   (check all that apply)
   - Male
   - Female

Indicate the extent to which you agree or disagree with the following statements:

50. I would rate my mentor's assistance in my professional development as valuable.
   - Strongly Agree
   - Agree
   - Somewhat Agree
   - Somewhat Disagree
   - Disagree
   - Strongly Disagree
   Skip to # 51
51. I believe that a mentor could help me in my professional development.

- Strongly Agree
- Agree
- Somewhat Agree
- Somewhat Disagree
- Disagree
- Strongly Disagree

52. Have you ever served as a mentor for a fellow faculty member at WWU?

- Yes
- No
If no skip to #54

If yes

53. The person/people I mentor is/are:

(Check all that apply)

- Male
- Female

CLIMATE: Department Chair

Indicate the extent to which you agree/disagree with the following statement:

54. I am currently a department chair or director.

- Yes
- No
If yes skip #55-57

Indicate the extent to which you agree or disagree with the following statements:

55. I feel satisfied with my chair’s level of support for my teaching.

- Strongly Agree
- Agree
- Somewhat Agree
- Somewhat Disagree
- Disagree
- Strongly Disagree
56. I feel satisfied with my chair’s level of support for my scholarly endeavors.

- Strongly Agree
- Agree
- Somewhat Agree
- Somewhat Disagree
- Disagree
- Strongly Disagree

57. I feel satisfied with my chair’s level of support for my service commitments.

- Strongly Agree
- Agree
- Somewhat Agree
- Somewhat Disagree
- Disagree
- Strongly Disagree

58. I believe WWU provides chairs/directors with adequate training/mentoring/support to be more effective in their role as leaders.

- Strongly Agree
- Agree
- Somewhat Agree
- Somewhat Disagree
- Disagree
- Strongly Disagree

59. Are you also currently affiliated with a CST program (SMATE, AMSEC, BRAIN)?

- Yes
- No
If no skip to 63

If yes

Climate: Program Director

Indicate the extent to which you agree or disagree with the following statements:

60. I feel satisfied with my director’s level of support for my teaching.

- Strongly Agree
- Agree
- Somewhat Agree
• Somewhat Disagree
• Disagree
• Strongly Disagree

61. I feel satisfied with my director’s level of support for my scholarly endeavors.

• Strongly Agree
• Agree
• Somewhat Agree
• Somewhat Disagree
• Disagree
• Strongly Disagree

62. I feel satisfied with my director’s level of support for my service commitments.

• Strongly Agree
• Agree
• Somewhat Agree
• Somewhat Disagree
• Disagree
• Strongly Disagree

CLIMATE: Primary Department

Indicate the extent to which you agree or disagree with the following statements:

63. I believe I can influence important matters in my department.

• Strongly Agree
• Agree
• Somewhat Agree
• Somewhat Disagree
• Disagree
• Strongly Disagree

64. I understand the criteria for achieving tenure/promotion.

• Strongly Agree
• Agree
• Somewhat Agree
• Somewhat Disagree
• Disagree
• Strongly Disagree
65. There are many unwritten rules in my department that I don’t understand.

- Strongly Agree
- Agree
- Somewhat Agree
- Somewhat Disagree
- Disagree
- Strongly Disagree

66. I feel excluded from informal networks in my department.

- Strongly Agree
- Agree
- Somewhat Agree
- Somewhat Disagree
- Disagree
- Strongly Disagree

67. I am/have been reluctant to bring up issues that concern me for fear that it will affect my performance evaluation.

- Strongly Agree
- Agree
- Somewhat Agree
- Somewhat Disagree
- Disagree
- Strongly Disagree

68. I need to work harder than my colleagues in order to be considered successful.

- Strongly Agree
- Agree
- Somewhat Agree
- Somewhat Disagree
- Disagree
- Strongly Disagree

69. Faculty in my department who are actively engaged in child care or other family responsibilities are considered less committed to their careers than colleagues without these responsibilities.

- Strongly Agree
- Agree
- Somewhat Agree
70. Faculty in my department who do not have childcare or other family responsibilities are expected to fill in for faculty who do have those responsibilities.

- Strongly Agree
- Agree
- Somewhat Agree
- Somewhat Disagree
- Disagree
- Strongly Disagree

71. My department is supportive of the flexibility I need for work/life balance.

- Strongly Agree
- Agree
- Somewhat Agree
- Somewhat Disagree
- Disagree
- Strongly Disagree

72. I am able to balance my professional and personal life.

- Strongly Agree
- Agree
- Somewhat Agree
- Somewhat Disagree
- Disagree
- Strongly Disagree

73. I have seriously considered leaving the university in order to achieve a better balance between my work and personal life.

- Strongly Agree
- Agree
- Somewhat Agree
- Somewhat Disagree
- Disagree
- Strongly Disagree
74. Overall, I feel isolated in my department.

- Strongly Agree
- Agree
- Somewhat Agree
- Somewhat Disagree
- Disagree
- Strongly Disagree

75. Overall, I am/was satisfied with my tenure and promotion process/processes.

- Strongly Agree
- Agree
- Somewhat Agree
- Somewhat Disagree
- Disagree
- Strongly Disagree

**CLIMATE: Equal Opportunity**

Indicate the extent to which you agree or disagree with the following statement:

76. Overall in the last five years at WWU, I feel the equal opportunity climate in my department has been positive.

- Strongly Agree
- Agree
- Somewhat Agree
- Somewhat Disagree
- Disagree
- Strongly Disagree

77. Within the last five years, have you ever been the subject of discrimination or harassment at WWU, based on: (Check all that apply)

- race
- color
- religion
- sex
- national origin
- age
- veteran status
- marital status
- creed
• sexual orientation, including gender expression or identity

If no skip to #81

78. Did you report the discrimination or harassment?

• Yes
• No
If no skip to #80

If yes

79. How satisfied were you that your concern or complaint was handled in a respectful and fair manner?

• Very satisfied
• Satisfied
• Somewhat satisfied
• Somewhat dissatisfied
• Dissatisfied
• Very dissatisfied
Skip to #81

80. Indicate the reason you did not report the discrimination or harassment.

• I didn’t think the report would be taken seriously.
• I handled it myself.
• I was fearful of retaliation.
• I didn’t want to be seen as a complainer.
• Other (explain other)

Definition: Sexual harassment includes unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature when:

• Submission to such conduct or activity is either explicitly or implicitly made a term or condition of an individual’s employment.
• Submission to or rejection of such conduct or activity is used as the basis for employment decisions affecting such individuals.
• Such conduct or activity unreasonably interferes with an individual’s work or creates an intimidating, hostile or offensive working environment.

81. Within the last 5 years, have you ever been the subject of sexual harassment at WWU?

• Yes
• No
If no skip to #85
If yes

82. Did you report the harassment?

- Yes
- No
If no skip to #84
If yes

83. How satisfied were you that your concern or complaint was handled in a respectful and fair manner?

- Very Satisfied
- Satisfied
- Somewhat Satisfied
- Somewhat Dissatisfied
- Dissatisfied
- Very Dissatisfied
Skip to #85

84. Indicate the reason you did not report the harassment.

- I didn’t think the report would be taken seriously.
- I handled it myself.
- I was fearful of retaliation.
- I didn’t want to be seen as a complainer.
- Other
  Please Explain

Within the past five years at WWU, how often have you observed or perceived the following behaviors happening to or by anyone in your current work environment:

85. Sexual harassment (e.g., inappropriate sexual e-mail correspondence; sexist remarks; or sexual advances)

- Never
- Rarely
- Sometimes
- Usually
- Always
86. Discrimination based on gender (behavior targeted toward gender, but not sexual in nature)
   - Never
   - Rarely
   - Sometimes
   - Usually
   - Always

87. Discrimination or harassment based on race; age; national origin; religion; disability; veteran status; creed
   - Never
   - Rarely
   - Sometimes
   - Usually
   - Always

88. Discrimination or harassment based on sexual orientation, including gender expression or identity
   - Never
   - Rarely
   - Sometimes
   - Usually
   - Always

CLIMATE: Professional Development

89. Approximately, how many department, college, and university committees have you served on in this academic year?

90. On average, how many committees did you serve on per year during the past five years?

91. Indicate if you have participated in decision making committees in the following categories:
   (check all that apply)
   - Department level
   - College level
   - University level
   - Professional associations
   If no boxes are checked skip to #93

If any boxes are checked
92. Have you had the opportunity to play a leadership role in the following committees?
(check all that apply)

- Department level
- College level
- University level
- Professional associations
If yes skip to #94
If no boxes are checked

93. Why not?

- Wasn’t asked
- Wasn’t interested
- Expressed interest but was turned down
- Other

94. I would rate my overall participation in service activities in comparison with my colleagues as:

- Much more
- More
- About the same
- Less
- Much less

95. Do you feel that your overall participation in service activities enhanced or negatively impacted your career at WWU?

- Enhanced
- Negatively impacted
  Please Explain:

96. How many students on average do you advise and mentor per year?

97. How many students on average do you work with in your scholarly activities per year?

98. During the last five years how often have you presented your scholarship at professional conferences or meetings?

- Never
- Once in five years
- Once every other year
- Once every year
- Twice per year
• More than twice per year

99. During the last five years how often have you attended professional conferences or meetings without presenting a paper?

• Never
• Once in five years
• Once every other year
• Once every year
• Twice per year
• More than twice per year

Indicate the extent to which you agree or disagree with the following statements:

100. I often have to forgo professional activities (e.g., sabbaticals, conferences) because of family/personal responsibilities.

• Strongly Agree
• Agree
• Somewhat Agree
• Somewhat Disagree
• Disagree
• Strongly Disagree

101. When I am considering new scholarly endeavors I consult with colleagues at WWU.

• Strongly Agree
• Agree
• Somewhat Agree
• Somewhat Disagree
• Disagree
• Strongly Disagree

102. When I am considering new scholarly endeavors I consult with colleagues in industry or other institutions.

• Strongly Agree
• Agree
• Somewhat Agree
• Somewhat Disagree
• Disagree
• Strongly Disagree

103. Is there anything else that you would like us to know?