

# Tenure-Track Faculty Job Satisfaction Survey

The Study of New Scholars  
Harvard Graduate School of Education  
Gutman 456

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**University Version**

## **The Study of New Scholars (SNS)**

### **SNS TENURE-TRACK FACULTY SATISFACTION SURVEY**

Welcome! Thank you for agreeing to take part in this research effort designed to evaluate work satisfaction among early career faculty. We know that your time is valuable and we greatly appreciate your assistance with this project.

#### **Confidentiality**

We have obtained permission to distribute this survey to adult subjects from the Committee on the Use of Human Subjects, the institutional review board of record for the Harvard University Graduate School of Education, our Office of Sponsored Research--Human Subjects Committee, and from your institution.

Your responses to survey questions are strictly confidential in that nothing you say will be attributable directly to you in anything we write or publish in connection with this study. Your privacy will be maintained in all published and written data resulting from the study. We will not use your name or email address for any other purposes. The server to which you log on is secure.

#### **Rights of Participants**

Your contribution is entirely voluntary and you have the right to discontinue the survey at any time. You also have the right to refuse to answer specific questions by checking or selecting "Decline to Answer." You may abort the entire process at any time, or stop and come back where you left off.

#### **Eligibility**

Full-time probationary (tenure-track) faculty members are eligible. Faculty who have tenure, non-tenure-track faculty, and part-time faculty are ineligible to participate.

#### **Instructions**

The questionnaire was designed to be easy to complete and should only take about 25 minutes. You'll notice that there is a gauge at the top of each page that tells you how much you've completed.

As you finish each page and proceed to the next, your data will be submitted for processing. You can back up and change your answers on the previous page of the questionnaire by using the "Back" button on the screen. Try not to use the "Back" button in your browser.

If you choose to suspend the survey to take a break, if your computer shuts down, or if you lose your Internet connection, you will be able to resume where you left off. Simply log back on using the link you received in the email we sent you. You'll be offered a link at the top of this page that lets you resume where you left off, or you may start over by clicking the "Continue" button at the bottom of this page.

Some questions require only one answer; you will not be able to click multiple responses. This type of question uses circles. Some other items allow you to click more than one response. This type of question uses squares.

#### **Incentive**

While we cannot provide a reward to everyone who participates, if you complete the survey, your name will be entered in a raffle to win a gift certificate worth \$100 at Amazon.com. We will select 20 winners in all.

Thank you. We hope that you'll enjoy taking this survey and thinking about your work life. We also encourage you to bookmark the project website at <http://gseweb.harvard.edu/~newscholars/>, where reports of this research will be posted.

# I. Demographic Background

The first 14 items gather basic demographic information about you.

1. Are you employed full-time in a tenure-track position? <i>(If you answered no, you need not continue. The survey is intended for tenure-track faculty only.)</i>	<input type="radio"/> Yes	<input type="radio"/> No	
2. Please provide the FULL name of the institution where you are employed (e.g., University of California at Berkeley; the Massachusetts Institute of Technology).	<hr/> <hr/> <hr/>		
3. Please provide the FULL name of the institution where you earned your highest degree.	<hr/> <hr/> <hr/>		
4. What is the highest degree you have earned?	<input type="radio"/> Doctorate	<input type="radio"/> Master's	<input type="radio"/> Bachelor's
5. In what year did you earn your highest degree?	<hr/>		
6. Please indicate the year in which your current faculty appointment began.	<input type="radio"/> 2002-2003	<input type="radio"/> 2001-2002	
	<input type="radio"/> 2000-2001	<input type="radio"/> 1999-2000	
	<input type="radio"/> 1998-1999	<input type="radio"/> 1997-1998	
	<input type="radio"/> 1996-1997	<input type="radio"/> 1995-1996	
	<input type="radio"/> Other: (Please specify:)	<hr/>	
7. What is your rank?	<input type="radio"/> Professor	<input type="radio"/> Associate Professor	
	<input type="radio"/> Assistant Professor	<input type="radio"/> Instructor/Lecturer	
8. Do you hold a joint appointment (formal responsibilities in more than one department)?	<input type="radio"/> Yes	<input type="radio"/> No	
9. Name the department or departments in which you hold formal responsibilities.	<hr/> <hr/>		
10. What is your race/ethnicity? (Please check all that apply.)	<input type="radio"/> American Indian/ Native Alaskan	<input type="radio"/> Asian/Pacific Islander	
	<input type="radio"/> White, Non-Hispanic	<input type="radio"/> Black, Non-Hispanic	
	<input type="radio"/> Hispanic	<input type="radio"/> Other: <hr/>	



21. Since you were appointed, have expectations for tenure changed in any of the following areas? If so, please indicate whether the changes have been better or worse for you.

	Expectations have not changed	Better for you	Neither better nor worse for you	Worse for you	Too soon to tell
a. Scholarship.	⑨	③	②	①	⑧
b. Teaching.	⑨	③	②	①	⑧
c. Advising.	⑨	③	②	①	⑧
d. Collegueship.	⑨	③	②	①	⑧
e. Campus citizenship/service.	⑨	③	②	①	⑧

22. I have received mixed messages about the requirements for tenure from senior colleagues.

- ⑤ Strongly agree
- ④ Somewhat agree
- ③ Neither agree nor disagree
- ② Somewhat disagree
- ① Strongly disagree
- ⑨ Not applicable/I don't know

23. From what I can gather, tenure decisions in my department are based primarily on performance rather than on politics, relationships or demographics.

- ⑤ Strongly agree
- ④ Somewhat agree
- ③ Neither agree nor disagree
- ② Somewhat disagree
- ① Strongly disagree
- ⑨ Not applicable/I don't know

### III. The Nature of Your Work

The next set of items explores your day-to-day activities as a faculty member.

24. How satisfied are you with the way you spend your time as a faculty member?

- ⑤ Very satisfied
- ④ Somewhat satisfied
- ③ Neither satisfied nor dissatisfied
- ② Somewhat dissatisfied
- ① Very dissatisfied
- ⑨ Not applicable

25. If you could change one thing about the way you spend your time as a faculty member, what would it be?

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26a. How satisfied are you with the level of the courses you teach?

- ⑤ Very satisfied
- ④ Somewhat satisfied
- ③ Neither satisfied nor dissatisfied
- ② Somewhat dissatisfied
- ① Very dissatisfied
- ⑨ Not applicable

26b. How satisfied are you with the number of courses you teach?

- ⑤ Very satisfied
- ④ Somewhat satisfied
- ③ Neither satisfied nor dissatisfied
- ② Somewhat dissatisfied
- ① Very dissatisfied
- ⑨ Not applicable

26c. How satisfied are you with the number of students you teach?	⑤ Very satisfied ④ Somewhat satisfied ③ Neither satisfied nor dissatisfied ② Somewhat dissatisfied ① Very dissatisfied ⑨ Not applicable
26d. How satisfied are you with the quality of students you teach?	⑤ Very satisfied ④ Somewhat satisfied ③ Neither satisfied nor dissatisfied ② Somewhat dissatisfied ① Very dissatisfied ⑨ Not applicable
27a. How satisfied are you with what's expected of you as a researcher?	⑤ Very satisfied ④ Somewhat satisfied ③ Neither satisfied nor dissatisfied ② Somewhat dissatisfied ① Very dissatisfied ⑨ Not applicable
27b. How satisfied are you with the amount of time you have to conduct research?	⑤ Very satisfied ④ Somewhat satisfied ③ Neither satisfied nor dissatisfied ② Somewhat dissatisfied ① Very dissatisfied ⑨ Not applicable
27c. How satisfied are you with the amount of research funding you are expected to find?	⑤ Very satisfied ④ Somewhat satisfied ③ Neither satisfied nor dissatisfied ② Somewhat dissatisfied ① Very dissatisfied ⑨ Not applicable

## IV. Professional Development

This set of items concerns your development as a faculty member.

28a. Below is a list of provisions in place at some institutions. For each item, please mark the appropriate column.

	Not offered	Limited availability	Widely available	Don't know
Formal mentoring program for junior faculty.	①	①	②	⑨
Periodic, formal performance reviews for junior faculty.	①	①	②	⑨
Written summary of periodic performance reviews for junior faculty.	①	①	②	⑨
Professional assistance in obtaining externally funded grants.	①	①	②	⑨
Professional assistance for improving teaching.	①	①	②	⑨
Travel funds to present papers or conduct research.	①	①	②	⑨
Paid research leave during the probationary period.	①	①	②	⑨
An upper limit on service obligations for tenure-track faculty.	①	①	②	⑨

28b. Which of these provisions have you used? For each item, please mark the appropriate column.

	I have not used	I have used	Not offered
Formal mentoring program for junior faculty.	①	②	③
Periodic, formal performance reviews for junior faculty.	①	②	③
Written summary of periodic performance reviews for junior faculty.	①	②	③
Paid research leave during the probationary period.	①	②	③
Professional assistance in obtaining externally funded grants.	①	②	③
Professional assistance for improving teaching.	①	②	③
Travel funds to present papers or conduct research.	①	②	③
An upper limit on service obligations for tenure-track faculty.	①	②	③

28c How helpful do you find (or would you find) each of these provisions? For each item, please mark the appropriate column.

	Very helpful	Somewhat helpful	Unhelpful
Formal mentoring program for junior faculty.	②	①	③
Periodic, formal performance reviews for junior faculty.	②	①	③
Written summary of periodic performance reviews for junior faculty.	②	①	③
Paid research leave during the probationary period.	②	①	③
Professional assistance in obtaining externally funded grants.	②	①	③
Professional assistance for improving teaching.	②	①	③
Travel funds to present papers or conduct research.	②	①	③
An upper limit on service obligations for tenure-track faculty.	②	①	③

29a. How satisfied are you with your department chair's commitment to your success?

- ⑤ Very satisfied
- ④ Somewhat satisfied
- ③ Neither satisfied nor dissatisfied
- ② Somewhat dissatisfied
- ① Very dissatisfied
- ③ Not applicable

29b. How satisfied are you with the commitment of senior faculty in your department to your success?

- ⑤ Very satisfied
- ④ Somewhat satisfied
- ③ Neither satisfied nor dissatisfied
- ② Somewhat dissatisfied
- ① Very dissatisfied
- ③ Not applicable

29c. How satisfied are you with the interest senior faculty take in your professional development?

- ⑤ Very satisfied
- ④ Somewhat satisfied
- ③ Neither satisfied nor dissatisfied
- ② Somewhat dissatisfied
- ① Very dissatisfied
- ⑨ Not applicable

29d. How satisfied are you with the physical setting where you work (office, labs, parking)?

- ⑤ Very satisfied
- ④ Somewhat satisfied
- ③ Neither satisfied nor dissatisfied
- ② Somewhat dissatisfied
- ① Very dissatisfied
- ⑨ Not applicable

29e. How satisfied are you with resources available to support your work (library, technology, clerical)?

- ⑤ Very satisfied
- ④ Somewhat satisfied
- ③ Neither satisfied nor dissatisfied
- ② Somewhat dissatisfied
- ① Very dissatisfied
- ⑨ Not applicable

29f. How satisfied are you with the discretion you have over the content of your courses?

- ⑤ Very satisfied
- ④ Somewhat satisfied
- ③ Neither satisfied nor dissatisfied
- ② Somewhat dissatisfied
- ① Very dissatisfied
- ⑨ Not applicable

29g. How satisfied are you with the influence you have over the focus of your research?

- ⑤ Very satisfied
- ④ Somewhat satisfied
- ③ Neither satisfied nor dissatisfied
- ② Somewhat dissatisfied
- ① Very dissatisfied
- ⑨ Not applicable

29h. How satisfied are you with assistance with proposal writing and locating funds?

- ⑤ Very satisfied
- ④ Somewhat satisfied
- ③ Neither satisfied nor dissatisfied
- ② Somewhat dissatisfied
- ① Very dissatisfied
- ⑨ Not applicable

29i. How satisfied are you with opportunities to collaborate with senior faculty?

- ⑤ Very satisfied
- ④ Somewhat satisfied
- ③ Neither satisfied nor dissatisfied
- ② Somewhat dissatisfied
- ① Very dissatisfied
- ⑨ Not applicable

## V. Climate, Culture and Collegiality

This set of questions addresses the climate, culture and collegiality of your workplace.

30. How much pressure is there to conform to your colleagues when it comes to:

	None	Hardly any	Some	A great deal	Not applicable
a. Areas of research.	①	②	③	④	⑤
b. Methodology.	①	②	③	④	⑤
c. Political views.	①	②	③	④	⑤
d. Personal behavior.	①	②	③	④	⑤
e. Attire.	①	②	③	④	⑤
f. Other (Please specify): _____	①	②	③	④	⑤

31. For the most part, I enjoy my professional interactions with the senior colleagues in my department.

- ⑤ Strongly agree
- ④ Somewhat agree
- ③ Neither agree nor disagree
- ② Somewhat disagree
- ① Strongly disagree
- ⑤ Not applicable/I don't know

32a. How satisfied are you with how well you "fit" (e.g., your sense of belonging, your comfort level) in your department?

- ⑤ Very satisfied
- ④ Somewhat satisfied
- ③ Neither satisfied nor dissatisfied
- ② Somewhat dissatisfied
- ① Very dissatisfied
- ⑤ Not applicable

32b. How satisfied are you with the racial diversity of the faculty in your department?

- ⑤ Very satisfied
- ④ Somewhat satisfied
- ③ Neither satisfied nor dissatisfied
- ② Somewhat dissatisfied
- ① Very dissatisfied
- ⑤ Not applicable

32c. How satisfied are you with the ethnic diversity of the faculty in your department?

- ⑤ Very satisfied
- ④ Somewhat satisfied
- ③ Neither satisfied nor dissatisfied
- ② Somewhat dissatisfied
- ① Very dissatisfied
- ⑤ Not applicable

32d. How satisfied are you with the gender diversity of the faculty in your department?

⑤ Very satisfied  
 ④ Somewhat satisfied  
 ③ Neither satisfied nor dissatisfied  
 ② Somewhat dissatisfied  
 ① Very dissatisfied  
 ⑨ Not applicable

32e. How satisfied are you with the quality of mentoring you receive from senior faculty?

⑤ Very satisfied  
 ④ Somewhat satisfied  
 ③ Neither satisfied nor dissatisfied  
 ② Somewhat dissatisfied  
 ① Very dissatisfied  
 ⑨ Not applicable

## VI. Quality of Your Life

These questions concern aspects of your life outside work, and the balance between your personal and professional life.

33a. Below is a list of provisions in place at some insitutions. For each item, please mark the appropriate column.

	Not offered	Limited availability	Widely available	Don't know
Childcare.	①	②	③	④
Financial assistance with housing.	①	②	③	④
Stop-the-tenure-clock for parental or other family reasons.	①	②	③	④
Personal leaves during the probationary period.	①	②	③	④

33b. Which of these provisions have you used? For each item, please mark the appropriate column.

	I have not used	I have used	Not offered
Childcare.	①	②	③
Financial assistance with housing.	①	②	③
Stop-the-tenure-clock for parental or other family reasons.	①	②	③
Personal leaves during the probationary period.	①	②	③

33c How helpful do you find (or would you find) each of these provisions? For each item, please mark the appropriate column.

	Very helpful	Somewhat helpful	Unhelpful
Childcare.	①	②	③
Financial assistance with housing.	①	②	③
Stop-the-tenure-clock for parental or other family reasons.	①	②	③
Personal leaves during the probationary period.	①	②	③

- 34a. How satisfied are you with your salary?
- ⑤ Very satisfied
  - ④ Somewhat satisfied
  - ③ Neither satisfied nor dissatisfied
  - ② Somewhat dissatisfied
  - ① Very dissatisfied
  - ⑨ Not applicable
- 34b. How satisfied are you with your benefits (e.g., health insurance, pension)?
- ⑤ Very satisfied
  - ④ Somewhat satisfied
  - ③ Neither satisfied nor dissatisfied
  - ② Somewhat dissatisfied
  - ① Very dissatisfied
  - ⑨ Not applicable
- 34c. How satisfied are you with the balance between professional time and personal or family time?
- ⑤ Very satisfied
  - ④ Somewhat satisfied
  - ③ Neither satisfied nor dissatisfied
  - ② Somewhat dissatisfied
  - ① Very dissatisfied
  - ⑨ Not applicable

## VII. Equity and Fairness

These questions concern your perceptions of fairness in your institution.

35. Consider your *assigned* workload in teaching, advising, and service. In comparing yourself with other junior faculty, would you say your workload is less than, the same as, or greater than theirs?

	Significantly Greater	Somewhat Greater	The Same	Somewhat Less	Significantly Less	Don't Know	Not Applicable
Teaching.	⑤	④	③	②	①	⑧	⑨
Advising.	⑤	④	③	②	①	⑧	⑨
Service.	⑤	④	③	②	①	⑧	⑨

36. On the whole, my department treats junior faculty fairly compared to one another.
- ⑤ Strongly agree
  - ④ Somewhat agree
  - ③ Neither agree nor disagree
  - ② Somewhat disagree
  - ① Strongly disagree
  - ⑨ Not applicable/I don't know

## VIII. Summary Questions

Finally, we ask you to make some overall assessments about your department and your institution as a place to work.

37a. All things considered, how satisfied are you with *your department* as a place to work?

- ⑤ Very satisfied
- ④ Somewhat satisfied
- ③ Neither satisfied nor dissatisfied
- ② Somewhat dissatisfied
- ① Very dissatisfied
- ⑨ Not applicable

37b. All things considered, how satisfied are you with *your institution* as a place to work?

- ⑤ Very satisfied
- ④ Somewhat satisfied
- ③ Neither satisfied nor dissatisfied
- ② Somewhat dissatisfied
- ① Very dissatisfied
- ⑨ Not applicable

38a. Who serves as the chief academic officer at your institution?

- ⑤ President
- ④ Vice President for Academic Affairs
- ③ Academic Dean
- ② Provost
- ① Other (Please specify):  
\_\_\_\_\_
- ⑧ I don't know.

38b. The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.

- ⑤ Strongly agree
- ④ Somewhat agree
- ③ Neither agree nor disagree
- ② Somewhat disagree
- ① Strongly disagree
- ⑨ Not applicable/I don't know

39. Assuming you achieve tenure, how long do you plan to remain at your institution?

- ④ For the rest of my career.
- ③ For the foreseeable future.
- ② No more than 5 years after earning tenure.  
(Why?  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_)

- ① I haven't thought that far ahead.

40.If I had to do it over again, I would accept my current position.

- ⑤ Strongly agree
- ④ Somewhat agree
- ③ Neither agree nor disagree
- ② Somewhat disagree
- ① Strongly disagree
- ⑨ Not applicable/I don't know

41.If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:

- ② Strongly recommend your department as a place to work
- ① Recommend your department with reservations
- ⑨ Not recommend your department as a place to work

42a.How do you rate your institution as a place for junior faculty to work?

- ⑤ Great
- ④ Pretty good
- ③ So-so
- ② Pretty bad
- ① Awful

42b.What is the single most important reason for your answer to 42a?

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43.If you could make one change in policy or practice that would improve your institution as a place for junior faculty to work, what would it be?

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44.Did we neglect to ask you something important to you about your department or institution as a place to work? If so, please elaborate:

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45. Are you willing to be interviewed by the research team about the themes of this study?

- ① Yes
- ⑨ No

*(If you answer "Yes" your contact information will be automatically forwarded to the research team, apart from your responses to this questionnaire.)*