

WISE@OU Climate Survey (2012)

Faculty Work Climate at Oakland University

Thank you for taking the time to complete this questionnaire. For each question, please select one response unless otherwise instructed.

The Hiring Process at OU

We are interested in identifying what makes OU attractive to faculty job applicants as well as the aspects of the hiring process that may be experienced positively or negatively. We are also interested in making the hiring process more effective in hiring a diverse faculty. If you were hired into more than one department or unit, please answer for the department or unit that you consider to be primary.

1. What is your current title/rank at OU?

- Assistant Professor
- Associate Professor
- Professor

2. Please indicate how much you agree or disagree with each of the following statements about the hiring process as it relates to your hiring experience.

(Ranking scale: Strongly agree, Agree, Neither agree or disagree, Disagree, Strongly disagree, N/A)

- a. I was satisfied with the hiring process overall.
- b. The department did its best to obtain resources for me.
- c. Faculty in the department made an effort to meet me.
- d. My interactions with the search committee were positive.
- e. I was able to successfully negotiate for what I needed.
- f. I was satisfied with my start-up package at the time.

3. In the past 5 years, have you successfully re-negotiated with OU or your department chair regarding your salary, summer support, lab resources, work space or reduction of teaching load for any reason, including an outside job offer?

- Yes
- No
- N/A (did not attempt, for whatever reason)

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4. From your experience participating in the hiring process of other faculty members, please indicate if you agree or disagree with each of the following statements:

(Ranking scale: Strongly agree, Agree, Neither agree or disagree, Disagree, Strongly disagree, N/A)

- a. Those responsible in my department for the hiring process engaged in efforts to recruit diverse faculty. (e.g., made phone calls to colleagues or contacted scholars at HBCUs or other institutions of higher education with a higher number of female or underrepresented persons.)
- b. During the search process a person's gender or racial/ethnic status is given undue consideration (e.g., it overshadowed academic qualifications).
- c. The search process was open and fair.
- d. The search committee was diverse in terms of sex, race, and ethnicity.
- e. I was comfortable advocating for a woman or person from an underrepresented population who has good potential but was overlooked for whatever reason.
- f. Participation in OU recruitment was a high priority.

The Tenure Process at OU

5. Do you currently have tenure? (If "no," you will automatically proceed to Question 11.)

- Yes
- No

6. Did you receive tenure:

- Within the past 5 years?
- Between 5 and 10 years ago?
- More than 10 years ago?

7. Please indicate how much you agree or disagree with each of the following statements about your experience with the tenure or promotion process in your primary unit or department.

(Ranking scale: Strongly agree, Agree, Neither agree or disagree, Disagree, Strongly disagree, N/A)

- a. I understood the criteria for achieving tenure/promotion during my pre-tenure period.
- b. I received feedback on my progress toward tenure/promotion.
- c. I received reduced teaching or service responsibilities so I could build my research program.
- d. I was told about assistance available to pre-tenure/promotion faculty (e.g., workshops, mentoring).
- e. A senior colleague was very helpful to me as I worked towards tenure/promotion.
- f. I am satisfied with the current tenure/promotion process in my department or unit.

8. Was stopping or rolling back the tenure clock available to the untenured in your department when you were pre-tenure?

- Yes
- No
- Don't know

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9. Would you have been interested in stopping or rolling back your tenure clock if it had been available?

- Yes
- No

10. Do you perceive there are any consequences to taking a tenure-clock rollback? Please explain. (You will automatically proceed to Question 14.)

11. If untenured, please indicate how much you agree or disagree with each of the following statements about your experience with the tenure or promotion process in your primary unit or department.

(Ranking scale: Strongly agree, Agree, Neither agree or disagree, Disagree, Strongly disagree, N/A)

- a. I understood the criteria for achieving tenure/promotion.
- b. I received feedback on my progress toward tenure/promotion.
- c. I received reduced teaching or service responsibilities so I could build my research program.
- d. I was told about assistance available to pre-tenure/promotion faculty (e.g., workshops, mentoring).
- e. A senior colleague was very helpful to me as I worked towards tenure/promotion.
- f. I am satisfied with the current tenure/promotion process in my department or unit.

12. Is stopping or rolling back the tenure clock available to the untenured in your department?

- Yes
- No
- Don't know

13. Do you perceive there are any consequences to taking a tenure-clock rollback? Please explain.

Career Growth at OU

We are interested in various dimensions of the work environment at OU and the extent to which these conditions promote or hamper your profession growth at OU, including teaching load, productivity, work allocation, resources for research and teaching, service responsibilities, and your interaction with colleagues.

14. How has your career progressed at OU compared to your expectations at the time of joining?

- Better than expected
- As expected
- Less well than expected

15. How has your career at OU progressed compared to your peers at OU?

- Better than peers
- Same as peers
- Worse than peers

16. What has been your average yearly teaching load?

- a. Number of courses taught on average in any one year
- b. Number of graduate courses taught on average in any one year

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17. In the past 2 years, has your research been supported by an external grant on which you were either PI, co-PI, or consultant?

- Yes
- No

18. Please indicate how much you agree or disagree with each of the following statements about the resources available to you.

(Ranking scale: Strongly agree, Agree, Neither agree or disagree, Disagree, Strongly disagree, N/A)

- a. I have the equipment and supplies I need to adequately conduct my research.
- b. I have sufficient office space in terms of quantity and quality.
- c. I have sufficient laboratory space in terms of quantity and quality.
- d. OU provides me with the potential for research collaboration.
- e. I have colleagues or peers at OU who give me career advice or guidance when I need it.
- f. I have sufficient teaching support.

19. Please indicate whether you have ever served on or chaired any of the following committees in the past 5 years. (Served on this committee? Chaired this committee? If never served or chaired this committee, would you like to?)

CAP or FRPC, Faculty Search, Curriculum (grad or undergrad), Graduate Admissions, University Research Committee

20. Please indicate how much you agree or disagree with each of the following statements about your interactions with colleagues and others in your primary unit or department.

(Ranking scale: Strongly agree, Agree, Neither agree or disagree, Disagree, Strongly disagree, N/A)

- a. I am treated with respect by colleagues.
- b. I feel isolated at OU overall.
- c. I feel like a full and equal participant in the problem-solving and decision-making in my department.
- d. I feel excluded from informal networks in my department.
- e. Colleagues regularly solicit my opinion about work-related matters (such as teaching, research, and service).
- f. I feel isolated in my department.
- g. I do a great deal of service but that is not formally recognized by my department.
- h. I am asked to do service at levels greater than those of equal rank in my department.
- i. I have a voice in how resources are allocated in my department.
- j. I am treated with respect by my department head or chair.
- k. Faculty meetings allow for all participants to share their views without fear of negative consequences.
- l. I feel like I can voice my opinions openly in my department without fear of negative consequences.
- m. Committee assignments are rotated fairly to allow for participation of all faculty.

21. In the past 5 years, how many times did your chair/mentor, senior colleagues approach you with career advice?

- More than 5
- 2 to 5
- Fewer than 2

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22. In the past 5 years, how many times did you initiate or participate in a career planning effort?

- More than 5
- 2 to 5
- Fewer than 2

23. Please indicate how much you agree or disagree with each of the following statements.

(Ranking scale: Strongly agree, Agree, Neither agree or disagree, Disagree, Strongly disagree, N/A)

- a. An opportunity to stop the tenure clock is important.
- b. More mentoring in research is needed.
- c. More graduate students are needed.
- d. Better graduate students are needed.
- e. A more supportive chair is needed.
- f. A more supportive dean is needed.
- g. Fewer classes to teach is needed.
- h. More professional development opportunities are needed.
- i. More training in career management is needed.

24. If grants are important in your discipline, indicate the degree to which you agree or disagree with each of the following statements. If grants are not important to your discipline, skip to question 25.

(Ranking scale: Strongly agree, Agree, Neither agree or disagree, Disagree, Strongly disagree, N/A)

- a. More support is needed regarding the grant application process.
- b. More support is needed regarding administering grants.
- c. More support is needed in dealing with grant compliance issues.
- d. More support for items not listed above (please specify).

25. Please indicate the degree to which you agree or disagree with each of the following statements about the work climate within your primary unit or department for male and female faculty.

(Ranking scale: Strongly agree, Agree, Neither agree or disagree, Disagree, Strongly disagree, N/A)

- a. Faculty are serious about treating male and female faculty equally.
- b. Most faculty would be as comfortable with a female department head as a male department head.
- c. Female faculty are less likely than their male counterparts to have influence in departmental politics and administration.
- d. It is not uncommon for a female faculty member to present an idea and get no response, and then for a male faculty member to present the same idea and be acknowledged.
- e. Female faculty tend to get more feedback about their performance than male faculty do.
- f. Male faculty are more likely than female faculty to be involved with informal social networks within the department.

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Balancing Personal Life and Professional Life

26. Please indicate how much you agree or disagree with each of the following statements about balancing your personal and professional life.

- a. I often have to forgo professional activities (e.g. meetings, sabbaticals, conferences) because of personal responsibilities.
- b. I often have to forgo personal activities (e.g. school events, community meetings) because of professional responsibilities.
- c. Personal responsibilities and commitments have slowed down my career progress.

27. Have you been or are you now the primary caregiver for a dependent child or children?

- Yes
- No

28. Do you feel that your job prevented you from having the number of children you wanted?

- Yes
- No

29. Have you cared for or do you currently care for one or more dependent persons (elderly, disabled, or chronically ill)?

- Yes
- No

30. Would you have used a spousal/dual hiring program if available at the time you came to OU?

- Yes
- No

31. Which of the following statements best describes you? (If "widow/widower" or "single," you will automatically proceed to Question 33.)

- Married and live with spouse
- Not married but live with a domestic partner (opposite or same sex)
- Married or partnered, but we reside in different locations
- Widow/widower
- I am single (am not married and am not partnered)

32. What is your spouse's/partner's current employment status?

- Employed full-time
- Employed part-time
- Not employed
- Retired

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33. Please indicate the degree to which you agree or disagree with each of the following statements about your primary unit or department's support of family obligations.

- a. Most faculty in my department are supportive of colleagues who want to balance their personal and career lives.
- b. It is difficult for faculty in my department to adjust their work schedules to care for children or other dependents.
- c. Department meetings frequently occur outside of the 9-5 workday.
- d. The department chair is supportive of family leave.
- e. The department chair understands the existing policies regarding family leave (e.g., Family Medical Leave Act).
- f. Male faculty who have children are considered by department members to be less committed to their careers than males who do not have children.
- g. Female faculty who have children are considered by department members to be less committed to their careers than females who do not have children.

Diversity Issues at OU

34. Please indicate the degree to which you agree or disagree with each of the following statements about the recruitment of, climate for, and leadership of female faculty in your primary unit or department.

- a. There are too few female faculty in my department.
- b. My department has difficulty retaining female faculty.
- c. The climate for female faculty in my department is good.
- d. My department has taken steps to enhance the climate for female faculty.
- e. My department has too few female faculty in leadership positions.
- f. My department has made an effort to promote female faculty into leadership positions.

35. Please indicate the degree to which you agree or disagree with each of the following statements about the recruitment of, climate for, and leadership of faculty from underrepresented populations (Black/ African American, Hispanic/ Latino, Native American/ Alaskan Native) in your primary department or unit .

- a. There are too few underrepresented faculty in my department.
- b. My department has difficulty retaining underrepresented faculty.
- c. The climate for underrepresented faculty in my department is good.
- d. My department has taken steps to enhance the climate for underrepresented faculty.
- e. My department has too few underrepresented faculty in leadership positions.
- f. My department has made an effort to promote underrepresented faculty into leadership positions.
- g. Most faculty would be comfortable with underrepresented faculty heading the department.
- h. It is not uncommon for an underrepresented faculty member to present an idea and get no response, and then for a majority faculty member to present the same idea and be acknowledged.

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Career Satisfaction at OU

36. How satisfied or dissatisfied are you, in general, with your position at OU?

- Very Satisfied
- Moderately satisfied
- Satisfied
- Moderately dissatisfied
- Very dissatisfied

37. What factors contribute most to your satisfaction at OU?

38. What factors detract most from your satisfaction at OU?

39. Have you ever seriously considered leaving OU? (If "never considered leaving," you will automatically proceed to Question 41.)

- Never considered leaving
- Slightly considered leaving
- Moderately considered leaving
- Seriously considered leaving

40. What factors contributed to your consideration to leave OU?

Personal Demographics

Remember: All survey responses will be kept confidential. Information from this survey will be presented in aggregate form so that individual respondents cannot be identified.

41. What is your sex?

- Male
- Female

42. What is your race/ethnicity?

- Caucasian, non-Hispanic
- Underrepresented Population (Black/ African American, Hispanic/ Latino, Native American/ Alaskan Native)
- Asian/ Indian/ Pacific Islander
- Other (please specify) _____
- Prefer not to answer

43. What is your terminal degree?

- Ph.D.
- Other (please specify) _____

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44. To which college/division does your primary department/unit belong?

- School of Engineering and Computer Science
- CAS Group 1 (Biological Sciences; Chemistry; Mathematics and Statistics; Physics)
- CAS Group 2 (Social Sciences)
- CAS Group 3 (Humanities)

45. Please feel free to add any additional comments you may have.

Thank you for your time!