

Appendix B: RIT Faculty Career Life Survey

Consent Form

Rochester Institute of Technology

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Title of Project: "Establishing the Foundation for Future Organizational Reform and Transformation: ADVANCE EFFORT@RIT"

Request to Participate in Research

We would like to invite you to take part in our research project. The purpose of this research is to develop an evidence-based approach to address factors resulting in the under-representation of women in science, technology, engineering, and mathematics related (STEM) faculty positions at RIT.

Participants will be asked to voluntarily respond to a climate survey. The survey takes about twenty-five minutes to complete. The survey responses will be confidential and reported only in aggregate level without personal identifiers.

To ensure confidentiality, an external provider, the Cornell Survey Research Institute (SRI) will invite RIT Tenured and Tenure Track faculty to complete the survey online directly through an external, secure website set up and maintained by SRI. No individual responses to the survey will ever be reported to the University. The responses will only be reported in the aggregate in the form of tables, graphs and summary statements of analysis.

University's employees will not be asked for their names or employee numbers, however, SRI will have access to human resources data related to rank, time in rank, department, length of service, degree, age and gender for purposes of aggregating the data and reporting back summary information to the University. We consider the ability to group the data by employees with similar demographics to be an important part of the survey analysis. Through these groupings, the University can get a handle on the specific concerns of different groups. In order to maintain anonymity, **groups with fewer than 5 responses will not be reported.**

Participation in the survey is completely voluntary and subjects may stop participating at any time. Information about individual choice to participate or not will be kept in confidence. There are no risks associated with participation. Although there are no direct personal benefits of participation, your participation will assist us in developing a better understanding of the profile of RIT faculty on the factors that have been found to be important in the recruitment and advancement of women faculty within STEM fields.

Papers may be published based on the results of this evaluation, but these materials will present information in aggregate form and will contain no information that would identify specific participants.

You may direct questions to Professor Margaret B. Bailey, NSF Grant PI, mbbeme@rit.edu, (585) 475-2960. If you have any questions about your rights as a research participant, you may contact Heather Foti, MPH, Associate Director Human Subjects Research Office at RIT, (585) 475-7673, hmfhrs@rit.edu.

Completion of the questionnaire implies that you have read the information on this form and consent to take part in the research.

TEACHING, RESOURCES AND SERVICE

TEACHING

1. How many course *credits* do you typically teach in an academic year? [drop down list with options 0 – 75 credits]
2. How many new *courses* do you develop in a typical year? [valid response is 0-12]
3. How many *new course preps* do you have in a typical year? [valid response is 0-12]
4. How often do you typically get a course release for new course development or preparation? [response is scale – {never, sometimes, always, n/a}]

INITIAL CONTRACT NEGOTIATION

5. In the chart below, please indicate how much EFFORT (email, memos, meetings, phone calls, etc.) you put into pursuing the following items as part of your *initial contract negotiation*, and your level of SATISFACTION with the outcome. *Please indicate by checking one box for each item under “effort” and one box for each item under “satisfaction.”*

EFFORT							SATISFACTION					
No effort		Moderate effort		Significant effort	Not applicable		Very dissatisfied	Neutral		Very satisfied	Not applicable	
1	2	3	4	5			1	2	3	4	5	
						(a) acceptable rank and salary						
						(b) course release time						
						(c) lab equipment, space or renovations						
						(d) student support (teaching assistant, GAs, RAs, graders, etc.)						
						(e) clerical/admin. support						
						(f) discretionary funds (software, travel, etc.)						
						(g) summer salary						
						(h) credit toward tenure						

ONGOING RESOURCE ALLOCATION

6. In the chart below, please indicate how much EFFORT (email, memos, meetings, phone calls, etc.) you put into pursuing the following items *since* your initial contract negotiations, and your level of SATISFACTION with current allocations of these items. *Please indicate by checking one box for each item under “effort” and one box for each item under “satisfaction.”*

EFFORT							SATISFACTION					
No effort		Moderate effort		Significant effort	Not applicable		Very dissatisfied		Neutral		Very satisfied	Not applicable
1	2	3	4	5		1	2	3	4	5		
						(a) acceptable rank and salary						
						(b) course release time						
						(c) lab equipment, space or renovations						
						(d) student support (TAs, GAs, RAs, graders, etc.)						
						(e) clerical/administrative support						
						(f) discretionary funds (software, travel, etc.)						
						(g) summer salary						
						(h) tenure clock extension						

7. Did you ever considered the possibility of having your tenure-clock “slowed” or “stopped” at RIT?
 Yes
 No
 n/a (came in with tenure or tenure is not applicable)
8. [If yes to Q7] Why did you consider having your tenure-clock “slowed” or “stopped” at that time? Check all that apply.
 Care giving responsibilities.
 My own health issues.
 It was part of my start-up package.
 Because of a professional opportunity.
 To strengthen the case for tenure.
 Other, please explain: _____

SERVICE

9. How many committees do you typically serve on at each level in a given academic year?

Committee Level	Number of committees
(a) Department	[Pull down menu 0-12 for all]
(b) College	
(c) Institute	
(d) External to RIT (local, state, national or international organizations)	

10. How willing are you to take on service tasks (chairing an *important* committee, community outreach, recruitment, etc.)?

Not at all willing				Very willing
1	2	3	4	5

11. How important to you is having a leadership role at RIT (either department, college or institute level)?

Not at all important				Very important
1	2	3	4	5

12. Have you been asked to serve in a leadership role at RIT over the past two years? Yes No

13. [If answer yes for Q12] Did you serve? Yes No

14. [If answer yes for Q12] Over the past two years, how often have you led a committee at RIT?

Never				Very often
1	2	3	4	5

15. Please provide additional comments (i.e. concerns, strengths, and suggested improvements) regarding your teaching activities, resource allocation negotiations, or service.

CAREER SATISFACTION

16. How many hours do you typically work per week for RIT? [<20, 20-30, 31-40, 41-50, 51-60, >60]
17. Thinking across the '08-'09 academic year, please give us your best estimate of how you actually apportioned your time at work across the following domains of activity. The figures you enter here may differ from the formal terms of your appointment. Please use percentages such that your figures sum to 100%.

(a) Teaching and Advising <i>For example course preparation and development; grading; informal advising or supervising students; email communication with students..</i>	
(b) Scholarship/Research <i>For example all elements of scholarship; writing; giving speeches; attending on-campus seminars; preparing for and attending professional meetings; grant writing.</i>	
(c) Service to Your Discipline <i>For example reviewing articles, books, proposals or external tenure files; service to professional societies and associations; service on editorial boards.</i>	
(d) Administration and University Service <i>For example committee work and meetings; managing finances related to research, grants and professional travel; time performing administrative roles; involvement in student groups.</i>	
(e) Faculty Mentoring <i>For example time dedicated to formal/informal mentoring activities.</i>	
(f) Outreach or Extension <i>For example paid or unpaid community or public service related to your discipline whether or not it is a formal part of your appointment.</i>	
(g) Other <i>Please elaborate.</i>	
Sum [automatic sum which should add to 100%]	

	Very dissatisfied			Neutral		Very satisfied		Not applicable
18. How satisfied are you with this distribution?	1	2	3	4	5			

19. How satisfied are you with the following dimensions of your professional career?

	Very dissatisfied			Neutral		Very satisfied		Not applicable
	1	2	3	4	5			
(a) sense of being valued by my students								
(b) sense of being valued by my unit/department								

(c) sense of being valued by the upper administration									
(d) level of intellectual stimulation in my day-to-day contacts with faculty colleagues									
(e) amount of social interaction with members of my unit/department									
(f) ability to attract students to work with me									
(g) my overall scholarship/research									
(h) my marketability external to RIT									
(i) quality of my long-range career map/plan that I have created									
(j) support for my career development (certifications, advanced degree, licenses)									
(k) All things considered, how satisfied are you with your current position at RIT?									

20. While on the RIT faculty, have you been nominated for an award (external or internal) related to your teaching, research, and/or service?

Yes No

21. Have your colleagues or mentors failed to nominate you for an award for which you were qualified?

Yes No I don't know

22. Please provide additional comments (i.e. concerns, strengths, and suggested improvements) regarding your career satisfaction.

CLIMATE

23. Are you currently mentored as part of a mentoring program or through an informal mentoring relationship?
Select all that apply.

- Yes, my mentor(s) is at RIT
- Yes, my mentor(s) is external to RIT
- No, I do not have a mentor

24. [If Yes, my mentor(s) is at RIT OR Yes, my mentor(s) is external to RIT from Q23] Collectively rate satisfaction across all mentors by answering the following: How satisfied are you with your mentor(s) ability to

	Very dissatisfied 1	2	3	4	Very satisfied 5
(a) serve as a role model					
(b) advise about career advancement (e.g., promotion, leadership positions)					
(c) advise and/or collaborate on scholarship					
(d) advise and/or collaborate on teaching activities					
(e) advise about department and/or University politics					
(f) advise about obtaining the resources I need					
(g) advocate for me					
(h) advise about balancing work and family					

25. Please rate the current climate of your unit/department as a whole on the following continuum.

(a) Hostile	1	2	3	4	5	Friendly
(b) Homogeneous	1	2	3	4	5	Diverse
(c) Disrespectful	1	2	3	4	5	Respectful
(d) Contentious	1	2	3	4	5	Collegial
(e) Sexist	1	2	3	4	5	Non-sexist
(f) Individualistic	1	2	3	4	5	Collaborative
(g) Competitive	1	2	3	4	5	Cooperative
(h) Non-supportive	1	2	3	4	5	Supportive

26. Please indicate your level of agreement with each of the following statements.

	strongly disagree		neutral		strongly agree	don't know	not applicable
	1	2	3	4	5		
(a) I feel free to pursue my own scholarship/research without compromising my position for promotion/tenure.							
(b) I feel/felt pressured to change my scholarship/research agenda to make tenure or promotion.							
(c) I am comfortable asking questions about promotion and tenure.							
(d) My unit/department colleagues expect me to represent "the point of view" of my gender.							
(e) My unit/department colleagues solicit my opinions about their scholarship/research ideas and problems.							

(f) My colleagues have expectations of me that are consistent with the other faculty in my unit/department in regards to scholarship/research.							
(g) I receive open communications from my colleagues that enables me to do my work effectively.							
(h) My unit/department colleagues are supportive of work/life balance.							
(i) My scholarship/research puts me on track for career advancement (promotion, tenure, new positions, etc.)							
(j) I am comfortable with the typical classroom climate.							

27. How would you rate your department chair/head in each of the following areas? (If you are a department chair/head, please rate your immediate supervisor.)

The chair/head of my department	strongly disagree		neutral		strongly agree	don't know	not applicable
	1	2	3	4	5		
(a) maintains high academic standards							
(b) is open to constructive criticism							
(c) is an effective administrator							
(d) empowers me as a faculty member							
(e) helps me obtain resources I need							
(f) gives me useful feedback about my performance							
(g) articulates a clear vision							
(h) articulates clear criteria for promotion/tenure							
(i) honors agreements made with me							
(j) handles disputes/problems effectively							
(k) communicates effectively with faculty							
(l) shows commitment to gender diversity							
(m) creates an environment supportive of work-life balance							

28. For each item, please *check the box* that best corresponds to **how much influence** you feel you have over the following matters in your **unit/department**:

	no influence		some influence		significant influence	not applicable
	1	2	3	4	5	
(a) unit/department curriculum decisions						
(b) admitting new graduate students						
(c) selecting graduate students to work with me						
(d) selecting new faculty members to be hired						
(e) determining who gets tenure						
(f) obtaining my desired teaching schedule						
(g) determining my committee assignments						
(h) defining tenure policies						
(i) defining promotion policies						

29. Please indicate your view about each of the following areas within your **unit/department** by *checking the appropriate box*:

	men receive significant preferential treatment		neutral		women receive significant preferential treatment	Do not know
	1	2	3	4	5	
(a) Recruitment						
(b) Promotion						
(c) Tenure						
(d) Receiving career advice						
(e) Career advancement/leadership						
(f) Compensation						

30. *Within the past 5 years at RIT, 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, email; unwanted touching, leaning over, cornering, pinching; unwanted pressure for sexual favors; stalking; rape or assault)?*
Yes No

31. [If yes to Q30] Did you make an official report of it to anyone? Yes No

32. [If no to Q31] Why not?

33. [If yes to Q31] Was it resolved to your satisfaction? Yes No

34. Please provide additional comments on any unit, department, college or institute climate issues.

BALANCING PERSONAL AND PROFESSIONAL LIFE

35. Please indicate the extent to which each of the following has been a source of *stress* for you during the last two years:

	significant stress		somewhat		no stress	not applicable
	1	2	3	4	5	
(a) Managing household responsibilities						
(b) Child care issues						
(c) My health						
(d) The health of family members						
(e) Personal finances						
(f) Planning for retirement						
(g) Other stresses related to balancing personal and professional life: _____						

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

	strongly disagree		neutral		strongly agree	not applicable
	1	2	3	4	5	
(a) I am usually satisfied with the way in which I balance my professional and personal life.						
(b) I have seriously considered leaving RIT in order to achieve better balance between work and personal life.						
(c) I often have to forgo professional activities (e.g., sabbaticals, conferences) because of personal responsibilities.						
(d) I often have to forgo personal activities (because of professional responsibilities.						
(e) Personal responsibilities and commitments (childcare, eldercare, maternity leave, health issues, etc.) have slowed down my career progression.						

37. While at RIT, have you ever considered the possibility of securing *time off from teaching or other modifications to work-related duties* for **personal** reasons?

Yes No

38. [If yes to Q37] What was the outcome of your consideration of securing *time off from teaching or other modifications to work-related duties*?

- I secured time off teaching or other modifications to work-related duties
- My academic unit offered this accommodation, but I decided not to accept it
- I requested this accommodation but didn't get it
- I decided against making the request
- I and/or my unit are still considering it

39. [If “I decided not to accept” or “I decided against making the request” on Q38] To what extent did the following reasons contribute to your decision not to pursue *time off from teaching or other modifications to work-related duties*?

	no extent		some extent		significant extent	not applicable
	1	2	3	4	5	
(a) I did not need the time						
(b) I did not think that my request would						
(c) It would place an undue burden on my colleagues						
(d) I feared it would have led to a heavier teaching load later						
(e) It might have hurt my chances for tenure or promotion						
(f) Other: _____						

40. Are you currently using or in need of child care for a child/children not yet in kindergarten?
- Yes, I am currently using or in need of child care for a child who is not yet in kindergarten
 - No, but I anticipate needing child care for a young child in the next year or so
 - No

41. Do you currently or have you in the past used Margaret’s House (on-campus daycare facility) for childcare needs? Check all that apply.
- Yes, after waiting for a vacancy
 - Yes, a spot was available when I needed it
 - No, the wait list was too long
 - No, other arrangements were in place
 - Not applicable

42. In your estimation, how valuable would the following policies and practices be in improving the overall quality of faculty work life balance at RIT?

	no value		some value		significant value	do not know
	1	2	3	4	5	
(a) Written expectations for tenure in my unit						
(b) Increased clerical and administrative support for faculty to be successful						
(c) Support for mentoring junior faculty						
(d) More opportunities for social interaction with other faculty						
(e) More available on-site or near-site child care						
(f) Child care with extended hours (e.g. beyond 6:00pm)						
(g) More subsidies or grants for child care						
(h) Part-time faculty appointments						
(i) Enhanced tenure-clock policies						
(j) More assistance with employment for spouse/partner						
(k) Clearly defined award for an outstanding female faculty						
(l) Options for alternative work arrangements (for example job sharing or working from home)						
(m) Other: _____						

43. Please provide additional comments (i.e. concerns, strengths, and suggested improvements) on issues related to balancing personal and professional life.

"Thank You" page:

Thank you for taking the time to complete this survey. Click here to print out a Java Wally's coupon for a free drink.