



College + University Teaching Environment Survey

1. As you have been preparing for this term or semester, how often have you felt the following about your teaching?

Response options: Very often, Often, Sometimes, Rarely, Never

- a. A sense of freedom to make my own choices.
- b. Confidence in my ability to do things well.
- c. The people I care about (students, colleagues, etc.) also care about me.
- d. My decisions reflect what I really want.
- e. I am capable of doing what I do.
- f. I am supported by the people whom I care about (students, colleagues, etc.).
- g. My choices express who I really am as an educator.
- h. I can competently achieve my goals.
- i. I am close with people who are important to me (students, colleagues, etc.).
- j. I do what really interests me.
- k. I can successfully complete difficult tasks.
- l. I experience warm feelings with the people I spend time with (students, colleagues, etc.).

2. How much do you agree or disagree with the following statements?

Response options: Strongly agree, Agree, Slightly agree, Slightly disagree, Disagree, Strongly disagree

- a. I am satisfied and rewarded by my work.
- b. I am satisfied with the current trajectory of my career and personal life.
- c. I am satisfied with the amount of time I can devote to non-work activities.
- d. I can adequately take part in activities that reinvigorate me.
- e. I am satisfied with my current work and personal life balance.
- f. My work closely reflects my personal values.
- g. I have adequate flexibility in my work to respond to personal matters or emergencies.
- h. I am satisfied with my institution's policies for extended time off (family leave, medical leave, etc.).
- i. My department supports both my work and personal needs.

3. Do you conduct research, either required or optional, as part of your work at your institution?

Response options: Yes, No [Note that respondents who select No will not see text highlighted in gray.]

4. How much do you agree or disagree with the following statements?

Response options: Strongly agree, Agree, Slightly agree, Slightly disagree, Disagree, Strongly disagree

- a. My institution values my teaching.
- b. My institution values my research, creative, or scholarly activities.
- c. My institution values my service.
- d. My institution's expectations for how much teaching, research, and service that I should do are reasonable.
- e. I am satisfied with the proportions of teaching, research, and service in my work.
- f. I have ample opportunities to participate in activities that blend my teaching with other aspects of my work (Scholarship of Teaching and Learning, High-Impact Practices, faculty learning communities, undergraduate research, etc.).

5. How much do you agree or disagree with the following statements?

Response options: Strongly agree, Agree, Slightly agree, Slightly disagree, Disagree, Strongly disagree

- a. My department chair or supervisor cares about me as a person.
- b. I have good working relationships with administrative staff at my institution.
- c. I have good working relationships with colleagues in my department.
- d. My colleagues are committed to my success.
- e. My colleagues understand how aspects of my identity influence my teaching.
- f. My colleagues understand how aspects of my identity influence my scholarship.
- g. I have at least one close colleague at my institution.

6. How much do you agree or disagree with the following statements?

Response options: Strongly agree, Agree, Slightly agree, Slightly disagree, Disagree, Strongly disagree

- a. I share teaching interests with at least one colleague in my department.
- b. My colleagues value my teaching.
- c. My colleagues talk about teaching improvement.
- d. My colleagues use data to improve student learning.
- e. Faculty at my institution are held to high professional standards for teaching.
- f. My department supports me to do my best teaching.
- g. My department publicly recognizes quality teaching.
- h. My department supports experimentation with new ways of teaching.

7a. Have you participated in, or are you aware of, a formal mentorship program at your institution? (Select all that apply, if applicable.)

Response options: Selected, Not selected

- ☐ Yes, as a mentor
- ☐ Yes, as a mentee
- ☐ Yes, but I did not participate as a mentor or mentee [*exclusive response*]
- ☐ No [*exclusive response*]

7b. [If yes, as a mentee] How important has your mentor been to you with respect to the following?

Response options: Essential, Very important, Important, Somewhat important, Not at all important

- a. Feeling a sense of belonging
- b. Socializing you to the norms of your institution
- c. Navigating your institution's tenure, promotion, or merit processes
- d. Improving your teaching practices
- e. Supporting your professional growth and development
- f. Achieving your research goals

8. How much do the following reflect your identity and core values as a person?

Response options: Very much, Quite a bit, Some, Very little, Not at all

- a. Your teaching practices
- b. The content of the courses you teach
- c. Your interactions with students
- d. The topics of your research, creative, or scholarly activities
- e. Your research, creative, or scholarly products
- f. Your research, creative, or scholarly collaborative relationships
- g. Your service to your department
- h. Your service to your institution
- i. Your service to higher education

9. In your experience, how committed to quality teaching are the following people at your institution?

Response options: Very committed, Quite committed, Committed, Somewhat committed, Not at all committed

- a. Department colleagues
- b. Department chair
- c. Upper-level administrators (deans, provosts, vice presidents, president, etc.)
- d. Faculty colleagues from other departments
- e. Student affairs professionals

10. How much do you agree or disagree with the following statements?

Response options: Strongly agree, Agree, Slightly agree, Slightly disagree, Disagree, Strongly disagree

- a. I have the time I need to prepare for class.
- b. I have the resources I need to do my best teaching (office space, technology, materials, etc.).
- c. The environments (classroom, online, etc.) I teach in are conducive to quality teaching.
- d. I know where to go for help with teaching at my institution.
- e. I have opportunities to learn and grow in my teaching.

11. As you have been preparing for this term or semester, have you participated in the following?

Response options: Yes, No

- a. Formal professional development activities (visited a Center for Teaching and Learning, attended a workshop or training session, etc.) to *improve your teaching*
- b. Formal professional development activities to improve the *inclusion of diversity in your courses*
- c. Informal professional development activities (discussed with colleagues, consulted reference material, etc.) to *improve your teaching*
- d. Informal professional development activities to improve the *inclusion of diversity in your courses*

12. How concerned are you about effectively dealing with the following in your courses?

Response options: Very concerned, Concerned, Somewhat concerned, A little concerned, Not at all concerned

- a. Student incivility
- b. Conflict between students
- c. Controversial or disruptive events on campus
- d. Student disclosure of sensitive information during class
- e. Student disclosure of sensitive information in course assignments
- f. Differing beliefs or opinions between you and students, or among students

13. How much do the following characterize your courses?

Response options: Very much, Quite a bit, Some, Very little, Not at all

- a. Students gain an understanding of how course topics connect to societal problems or issues.
- b. Students develop skills necessary to work effectively with people from various backgrounds.
- c. The course content covers contributions to the field by people from multiple cultures.
- d. The course emphasizes multiple approaches to analyzing issues or solving problems.
- e. You learn about student characteristics to improve class instruction.
- f. You explore your own cultural and scholarly biases as part of class preparation.
- g. You address your potential biases about course-related issues during class.
- h. You vary your teaching methods to allow for the multiple ways students learn.
- i. The classroom atmosphere encourages the active participation of all students.
- j. Students feel empowered in their learning.
- k. You evaluate student learning using multiple techniques.
- l. You adjust aspects of the course (e.g., pace, content, or assignments) based on student learning needs.

14. With respect to your courses, how important are the following to you?

Response options: Essential, Very important, Important, Somewhat important, Not at all important

- a. Increasing the inclusion of diversity in your institution's curriculum
- b. Increasing the inclusion of diversity in your department's curriculum
- c. Helping students recognize their own cultural norms and biases
- d. Creating opportunities for students to learn about other cultures
- e. Creating opportunities for students to discuss issues of equity or privilege
- f. Helping students include diverse perspectives in course discussions or assignments
- g. Helping students connect their learning to societal problems or issues

15. In your experience, how committed to diversity, equity, and inclusion efforts are the following people at your institution?

Response options: Very committed, Quite committed, Committed, Somewhat committed, Not at all committed

- a. Department colleagues
- b. Department chair
- c. Upper-level administrators (deans, provosts, vice presidents, president, etc.)
- d. Faculty colleagues from other departments
- e. Student affairs professionals

16. How much does your institution provide a supportive environment for the following forms of diversity?

Response options: Very much, Quite a bit, Some, Very little, Not at all

- a. Age
- b. Country of citizenship
- c. Disability or impairment
- d. Economic status or class
- e. Gender identity
- f. Political views
- g. Racial or ethnic identification
- h. Religious or spiritual views
- i. Sexual orientation

17a. Have you experienced offensive behavior, discrimination, isolation, or harassment at your institution?

Response option: Yes, and it interfered with my ability to work; Yes, but it did not interfere with my ability to work; No

17b. [If Yes] Upon what was it based? (Select all that apply.) *Selected, Not selected*

- € Academic rank, title, or current position
- € Age
- € Country of citizenship
- € Disability or impairment
- € Economic status or class
- € Gender identity
- € Political views
- € Racial or ethnic identification
- € Religious or spiritual views
- € Sexual orientation
- € Other, please specify: [TEXT]

18. How much do you agree or disagree with the following statements?

Response options: Strongly agree, Agree, Slightly agree, Slightly disagree, Disagree, Strongly disagree

- a. My institution is committed to resolving conflicts that involve bias, discrimination, and prejudice.
- b. My institution helps people resolve their disagreements with each other.
- c. My institution encourages people to contribute to the well-being of their community.
- d. Faculty at this institution respect one another.
- e. Faculty at this institution respect the administrative staff.
- f. Faculty at this institution respect the students.

19. In the following items, “diverse” others are people who differ in terms of background (social, racial/ethnic, religious, etc.) With that in mind, how much do you agree or disagree with the following statements?

Response options: Strongly agree, Agree, Slightly agree, Slightly disagree, Disagree, Strongly disagree

- a. My institution is committed to supporting and retaining diverse senior leaders (deans, provosts, vice presidents, president, etc.).
- b. My institution is committed to supporting and retaining diverse faculty.
- c. My institution is committed to supporting and retaining diverse administrative staff.
- d. My institution is committed to supporting and retaining diverse students.
- e. I regularly interact with diverse faculty at my institution.
- f. I regularly interact with diverse administrative staff at my institution.
- g. I regularly interact with diverse students at my institution.
- h. I regularly interact with diverse people in my community.

20. How much do upper-level administrators (deans, provosts, vice presidents, president, etc.) at your institution do the following?

Response options: Very much, Quite a bit, Some, Very little, Not at all

- a. Demonstrate a commitment to diversity
- b. Provide faculty with the resources needed for success in a multicultural world
- c. Create a sense of community among faculty
- d. Ensure that people are not stigmatized because of their identities (racial/ethnic, gender, religious, sexual orientation, etc.)
- e. Provide information about anti-discrimination and harassment policies
- f. Take allegations of discrimination or harassment seriously
- g. Help faculty develop the skills to confront discrimination and harassment

21. In a typical school year, how often have you done the following?

Response options: Very often, Often, Sometimes, Rarely, Never

- a. Reached out to an institutional colleague for support
- b. Engaged with a campus-based faculty or staff affinity group
- c. Reached out to a non-institutional colleague for support
- d. Engaged with a professional association network for support
- e. Used health and wellness practices to address work-related stress

22. In preparing for this term or semester, how much have the following interfered with your ability to succeed as a faculty member?

Response options: Very much, Quite a bit, Some, Very little, Not at all

- a. Your overall level of stress
- b. Your overall feelings of depression
- c. Your overall feelings of anxiety

23. In preparing for this term or semester, how much have the following been a source of stress for you?

Response options: Very much, Quite a bit, Some, Very little, Not at all

- a. Your teaching responsibilities
- b. Your research responsibilities
- c. Your service responsibilities
- d. Relationships with colleagues
- e. Relationships with students
- f. Time management
- g. Household or care giving responsibilities
- h. Your personal finances
- i. Your physical health
- j. Sleeping well
- k. Intimate relationships

24. How much do you agree or disagree with the following statements?

Response options: Strongly agree, Agree, Slightly agree, Slightly disagree, Disagree, Strongly disagree

- a. I feel physically safe at *this institution*.
- b. I feel comfortable being myself at *this institution*.
- c. I feel valued by *this institution*.
- d. I feel like part of the community at *this institution*.
- e. I feel comfortable being myself in *my department*.
- f. I feel valued in *my department*.
- g. I feel like part of the community in *my department*.

25a. During your faculty career, how often have you seriously considered the following?

Response options: Very often, Often, Sometimes, Rarely, Never

- a. Leaving your institution
- b. Leaving the professoriate
- c. Leaving academia

25b. [If Very often, Often, or Sometimes to any of the above] How much did your considerations for leaving have to do with the following?

Response options: Very much, Quite a bit, Some, Very little, Not at all

- a. Inequity in institutional processes and policies
- b. Balance and flexibility for work and life
- c. Access to resources or opportunities for professional development
- d. Relationships with colleagues
- e. Feeling a lack of respect or belonging
- f. Institutional climate for diversity

26a. Is your position reviewed as part of a merit process?

Response options: Yes, No

26b. [If yes] How much do you agree or disagree with the following statements about the merit review process at your institution?

Response options: Strongly agree, Agree, Slightly agree, Slightly disagree, Disagree, Strongly disagree

- a. I have been adequately advised about the merit review process, including standards and criteria.
- b. The expectations of the merit review process are reasonable.
- c. The merit review process is fair.
- d. I am satisfied with the merit review process.

26c. How important are the following in the merit review process at your institution?

Response options: Essential, Very important, Important, Somewhat important, Not at all important

- a. Contributions to student learning
- b. Teaching practices, skills, and abilities
- c. Scholarship of teaching and learning
- d. Teaching awards
- e. End-of-term course evaluations
- f. Professional development for the improvement of teaching

27a. Is your position reviewed as part of a tenure or promotion process?

Response options: Yes, No

27b. [If yes] How much do you agree or disagree with the following statements about the tenure or promotion process at your institution?

Response options: Strongly agree, Agree, Slightly agree, Slightly disagree, Disagree, Strongly disagree

- a. I have been adequately advised about the tenure or promotion process, including standards and criteria.
- b. The expectations of the tenure or promotion process are reasonable.
- c. The tenure or promotion review process is fair.
- d. I am satisfied with the tenure or promotion process.

27c. How important are the following in the tenure or promotion process at your institution?

Response options: Essential, Very important, Important, Somewhat important, Not at all important

- a. Contributions to student learning
- b. Teaching practices, skills, and abilities
- c. Scholarship of teaching and learning
- d. Teaching awards
- e. End-of-term course evaluations
- f. Professional development for the improvement of teaching

28a. Are you aware of inappropriate discrimination in the *merit, tenure, or promotion* processes at your institution?

Response options: Yes, No

28b. [If Yes] Upon what was it based? (Select all that apply.) *Selected, Not selected*

- € Age
- € Country of citizenship
- € Disability or impairment
- € Economic status or class
- € Gender identity
- € Political views
- € Racial or ethnic identification
- € Religious or spiritual views
- € Sexual orientation
- € Other, please specify: [TEXT]

29a. Within the past 3 years, have you been part of a hiring decision for faculty at your institution?

Response options: Yes, No

29b. [If Yes] How important were the following in the hiring process?

Response options: Essential, Very important, Important, Somewhat important, Not at all important

- a. Contributions to student learning
- b. Teaching practices, skills, and abilities
- c. Scholarship of teaching and learning
- d. Teaching awards
- e. End-of-term course evaluations
- f. Professional development for the improvement of teaching

30a. Are you aware of inappropriate discriminatory *hiring* practices at your institution?

Response option: Yes, No

30b. [If Yes] Upon what were they based? (Select all that apply.) *Selected, Not selected*

- € Age
- € Country of citizenship
- € Disability or impairment
- € Economic status or class
- € Gender identity
- € Political views
- € Racial or ethnic identification
- € Religious or spiritual views
- € Sexual orientation
- € Other, please specify: [TEXT]

31. In the coming school year, about how many hours do you anticipate spending on each of the following in a typical 7-day week?

Response options: 0, 1-4, 5-8, 9-12, 13-16, 17-20, 21-30, More than 30 hours

- a. Teaching activities (preparing, teaching class sessions, grading, meeting with students outside of class, etc.)
- b. Advising students
- c. **Research**, creative, or scholarly activities
- d. Service activities (committee work, administrative duties, etc.)

32. In the coming school year, about how many hours do you anticipate spending on each of the following in a typical 7-day week?

Response options: 0, 1-4, 5-8, 9-12, 13-16, 17-20, More than 20 hours

- a. Preparing class sessions
- b. Teaching class sessions
- c. Grading assignments and exams
- d. Meeting with students outside of class
- e. Course administration (emailing students, maintaining course website, etc.)
- f. Working to improve your teaching (self-reflection, meeting with teaching consultants, attending teaching or technology workshops, **conducting research on your own courses**, etc.)
- g. Doing consulting, freelance work, or employment outside of academia
- h. Doing community service or volunteer work
- i. Household, childcare, or other caregiving duties
- j. Relaxing and socializing

33. What one word best describes the teaching culture at your institution? [TEXT]

34. What is the general area of the academic discipline of your appointment?

Response options: Arts & Humanities; Biological Sciences, Agriculture, & Natural Resources; Business; Communications, Media, & Public Relations; Education; Engineering; Health Professions; Physical Sciences, Mathematics, & Computer Science; Social Sciences; Social Service Professions; Other disciplines

35. In what format will you teach most of your courses during this term or semester?

Response options: Entirely in-person instruction on campus; Entirely in-person instruction at an auxiliary location (satellite campus, rented facility, etc.); Entirely online instruction where students attend class at specific times (synchronous); Entirely online instruction where students always participate at times of their choosing (asynchronous); A mix of in-person and online instruction

36. What is the total number of *undergraduate* courses you are scheduled to teach during this term or semester?

Response options: 0, 1, 2, 3, 4, 5 or more courses

37. What is the total number of *graduate* courses you are scheduled to teach during this term or semester?

Response options: 0, 1, 2, 3 or more courses

38. During this academic term or semester, does your institution consider you to be employed full time or part time?

Response options: Full time, Part time

39. Does your institution consider you to be an adjunct faculty member?

Response options: Yes, No

40. Do you hold an administrative position?

Response options: Yes, No

41. Which of the following best describes your academic rank or title?

*Response options: Professor; Associate Professor; Senior Associate Professor; Assistant Professor; Instructor; Senior or Master Lecturer; Lecturer; Clinical Professor; Clinical Associate Professor; Clinical Assistant Professor; Clinical Instructor; Clinical Lecturer; Senior Research Professor or Scientist; **Associate Research Professor or Scientist**; **Assistant Research Professor or Scientist**; **Research Instructor**; Professor of Practice, Professional Practice or Artist in Residence; Emeritus Faculty; Visiting Faculty; Graduate Teaching Assistant; Other*

42. What is your current tenure status?

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Response options: Tenured; On tenure track but not tenured; Not on tenure track, but this institution has a tenure system; No tenure system at this institution

46. What do you want leaders to know about the teaching environment at your institution? (Please do not include any personally identifying information in your response.) [TEXT]