


1. Welcome to Hunter College's Online Science Faculty Survey!

1. ***HUNTER COLLEGE'S SCIENCE FACULTY SURVEY IS BEST VIEWED WITH INTERNET EXPLORER 6.***

Thank you for your interest in filling out Hunter College's Science Faculty Survey. It will take about 45 minutes to complete the survey, although you don't have to do it all at once. You can sign off from the survey and come back to it later without losing your answers. Each time you click the "next" button on the survey, your answers will be saved. Our online survey provider, SurveyMonkey, saves your answers by placing a cookie on your browser, so you will need to use the same computer and have cookies enabled to resume.

Before you can proceed to filling out the survey we need to get your consent to participate. On the following page is a consent document that describes the purposes and procedures of this study, the risks and benefits of participating in the study, your rights as a participant, and contact information if you have any questions or comments about the study.

Please click "Proceed" to continue to review the consent document.

 Proceed

2. Consent Document

2. Virginia Valian is a faculty member in the Department of Psychology at Hunter College and Director of the Hunter College Gender Equity Project (GEP), which is funded via a National Science Foundation ADVANCE Institutional Transformation Award to Hunter College. Vita Rabinowitz is Acting Provost at Hunter College and a Co-Principal Investigator on the Gender Equity Project. They are conducting a study to learn about the experience of science faculty at Hunter College.

The study will include full-time Hunter College faculty members in eleven departments, including anthropology, economics, geography, political science, psychology, sociology, biological science, chemistry, computer science, mathematics and statistics, and physics and astronomy. In all, we expect about 180 faculty members to participate in the study.

Participating in the study will mean filling out an online survey. Questions will be about your daily life at the college including topics like how resources and responsibilities are assigned within departments, with whom faculty members discuss their research and teaching, faculty influence and respect with other members of their department, students, and support staff, beliefs about the value and recognition of teaching, research, and committee work, commitment to and thoughts about leaving Hunter, productivity, and mentoring and advising.

It will take about 45 minutes to complete the survey, although you don't have to do it all in one sitting. If you want, you can sign off from the survey and come back to it later without losing your answers. Each time you click the "next" button on the survey, your answers will be saved. Our online survey provider, SurveyMonkey, saves your answers by placing a cookie on your browser, so you will need to use the same computer and have cookies enabled to resume.

We don't foresee any risks to your participating in the study. We do, however, see several possible benefits. First, we will share our findings with the leadership of Hunter College to try to improve the lives of the faculty. Second, we plan to publish the results of our study which could lead to a better understanding of how aspects of faculty's everyday lives influence their productivity and commitment to a college.

Participating in this study is completely voluntary. You can stop filling out the survey by simply logging off or refuse to answer any of the questions by choosing the "No Answer" option at any time for any reason, without penalty. However, if you decide to stop participating in the study in the middle of the survey, we will have no way of removing the answers you have given up to the point from our analyses.

No one will know if you have participated in this study. We do not collect any names anywhere in the survey, and have limited our questions in some points to make sure no one could identify you by your answers. For instance, we don't ask for your specific department, but whether you are in the natural or social sciences. This is to avoid identifying you by the combination of your department and your race, gender, or rank.

The data you give will be kept by SurveyMonkey, the company we have hired to help us conduct our online survey. In addition to our questions, SurveyMonkey will not collect any information that might identify you and link you to your data. In addition, SurveyMonkey keeps data in a locked cage with digital surveillance equipment. Access to data is restricted and requires a passcard and biometric recognition. SurveyMonkey also takes measures to make sure data is physically secure. If you would like to learn more about SurveyMonkey's privacy and security measures, you can view them in the Help Center on this website.

If you have questions about your participation in the survey, you can contact Sabrica Barnett, a GEP Research Assistant, via telephone at 212-650-3001 or email at sba0003@hunter.cuny.edu. You may also contact Virginia Valian and Vita Rabinowitz via tel

I have read (or have had read to me) the contents of this consent form and have been encouraged to ask questions. I have received answers to my questions. I give my consent to participate in this study. I have printed a copy of this form for my records and future reference.

I do not consent to participate in this study.

3. Resource and Responsibility Allocation

We are interested in your ideas about the distribution of resources and responsibilities in your department at Hunter College. For each resource and responsibility listed, we'd like you to rate whether you receive the amount you need to advance your work.

3. I receive the amount I need to advance my work.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Don't Know	N/A
Office space	jn	jn	jn	jn	jn	jn	jn
Lab space	jn	jn	jn	jn	jn	jn	jn
Teaching Assistants	jn	jn	jn	jn	jn	jn	jn
Course load	jn	jn	jn	jn	jn	jn	jn

4. In general, how did you learn about the rules and procedures for resource and responsibility allocation in the areas listed in #3? Check as many as apply.

- From colleagues
- From my chair
- I figured them out on my own
- I still don't understand them
- What rules and procedures?
- Other (please specify)

4. Social Networks

5. We'd like to ask a few questions about relatedness among members of your department.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
Communication is good among the people in my department.	jn	jn	jn	jn	jn	jn
The people in my department trust each other.	jn	jn	jn	jn	jn	jn
The best thing about this job is the people I work with.	jn	jn	jn	jn	jn	jn

6. How often, on average, do you talk to the following people about teaching?

	Almost never	Once or twice a semester	Once or twice a month	At least once a week	Almost every day	N/A
Chair	jn	jn	jn	jn	jn	jn
Faculty	jn	jn	jn	jn	jn	jn
Research Assistants	jn	jn	jn	jn	jn	jn
Teaching Assistants	jn	jn	jn	jn	jn	jn
Undergraduate Students	jn	jn	jn	jn	jn	jn
M.A./M.Sc. Students	jn	jn	jn	jn	jn	jn
Ph.D. Students	jn	jn	jn	jn	jn	jn
Post Docs	jn	jn	jn	jn	jn	jn
Faculty Outside Hunter	jn	jn	jn	jn	jn	jn
Hunter Faculty in Other Departments	jn	jn	jn	jn	jn	jn

7. How often, on average, do you talk to the following people about promotion and tenure, either in your own case or someone else's?

	Almost never	Once or twice a semester	Once or twice a month	At least once a week	Almost every day	N/A
Chair	jn	jn	jn	jn	jn	jn
Full Professors	jn	jn	jn	jn	jn	jn
Associate Professors	jn	jn	jn	jn	jn	jn
Assistant Professors	jn	jn	jn	jn	jn	jn
Faculty Outside Hunter	jn	jn	jn	jn	jn	jn
Hunter Faculty in Other Departments	jn	jn	jn	jn	jn	jn

8. How often, on average, do you talk to the following people about research?

Hunter College Science Faculty Survey

	Almost never	Once or twice a semester	Once or twice a month	At least once a week	Almost every day	N/A
Chair	jn	jn	jn	jn	jn	jn
Faculty	jn	jn	jn	jn	jn	jn
Research Assistants	jn	jn	jn	jn	jn	jn
Undergraduate Students	jn	jn	jn	jn	jn	jn
M.A./M.Sc. Students	jn	jn	jn	jn	jn	jn
Ph.D. Students	jn	jn	jn	jn	jn	jn
Post Docs	jn	jn	jn	jn	jn	jn
Faculty Outside Hunter	jn	jn	jn	jn	jn	jn
Hunter Faculty in Other Departments	jn	jn	jn	jn	jn	jn

9. The questions that follow ask about your sense of belonging in your department.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
I feel like I "fit" in my department.	jn	jn	jn	jn	jn	jn
I feel isolated in my department.	jn	jn	jn	jn	jn	jn
I feel included in informal networking in my department.	jn	jn	jn	jn	jn	jn

10. Have you ever been the chair of your department?

jn Yes

jn No

jn N/A

11. There are people in your department at Hunter who have:

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
Helped you attain tenure or promotion.	jn	jn	jn	jn	jn	jn
Used influence in the department to your detriment.	jn	jn	jn	jn	jn	jn
Used influence to support your advancement in the department.	jn	jn	jn	jn	jn	jn
Suggested specific strategies for achieving your career aspirations.	jn	jn	jn	jn	jn	jn
Given you advice on how to attain recognition in the department.	jn	jn	jn	jn	jn	jn
Made your life difficult.	jn	jn	jn	jn	jn	jn

5. Feelings About My Work

12. Feelings about my work

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
The work I do is very important to me.	jn	jn	jn	jn	jn	jn
My job activities are personally meaningful to me.	jn	jn	jn	jn	jn	jn
The work I do is meaningful to me.	jn	jn	jn	jn	jn	jn
I am confident about my ability to do my job.	jn	jn	jn	jn	jn	jn
I am self-assured about my capabilities to perform my work activities.	jn	jn	jn	jn	jn	jn
I am able to adequately control my time so that I can spend time on my real work.	jn	jn	jn	jn	jn	jn
I constantly struggle to find the time to work on those things that are most important.	jn	jn	jn	jn	jn	jn
Interruptions regularly pull me away from the work I believe is most important.	jn	jn	jn	jn	jn	jn

6. Influence and Respect in Your Department

If you are a member of MORE THAN ONE DEPARTMENT at Hunter, please answer the following questions with reference to the department that you consider to be your PRIMARY department.

13. In the past 5 years, how many times . . .

	By Colleagues	By Department Chair	By Self
Have you been nominated for an internal award?	<input type="text"/>	<input type="text"/>	<input type="text"/>
Have you been nominated for an external award?	<input type="text"/>	<input type="text"/>	<input type="text"/>
Have you been nominated to serve in a leadership position?	<input type="text"/>	<input type="text"/>	<input type="text"/>

14. In the past 5 years, how many times . . .

	Colleague	Department Chair
Have you been asked to collaborate on a research project or grant?	<input type="text"/>	<input type="text"/>
Have you asked one of the following people to collaborate on a research project or grant?	<input type="text"/>	<input type="text"/>
Have you nominated one of the following people for an award?	<input type="text"/>	<input type="text"/>

15. Influence in your primary department at Hunter

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
I have influence in deciding who gets hired in our department.	jn	jn	jn	jn	jn	jn

Hunter College Science Faculty Survey

The department is hiring people who are supportive of my research.	jn	jn	jn	jn	jn	jn
I have influence in deciding which classes I teach each semester.	jn	jn	jn	jn	jn	jn
I have influence in deciding how many classes I teach each semester.	jn	jn	jn	jn	jn	jn
I have influence in deciding how many TA's I get each semester.	jn	jn	jn	jn	jn	jn
I have influence in deciding the times my classes meet each semester.	jn	jn	jn	jn	jn	jn
I have influence over who gets promoted in my department.	jn	jn	jn	jn	jn	jn

16. Respect in your primary department at Hunter

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
My colleagues take the comments I make in department meetings seriously.	jn	jn	jn	jn	jn	jn
I feel free to speak up in department meetings.	jn	jn	jn	jn	jn	jn
It is useless to bring things up in department meetings because everything gets decided behind closed doors, anyway.	jn	jn	jn	jn	jn	jn
The same few people talk in every department meeting and everyone else is pretty quiet.	jn	jn	jn	jn	jn	jn
Often when I bring up an issue in a department meeting I feel like my colleagues just aren't hearing me.	jn	jn	jn	jn	jn	jn

17. How often do your colleagues in your primary department at Hunter approach you . . .

	At least once a week	About once a month	About once a semester	About once a year	Almost never	N/A
For advice about teaching?	jn	jn	jn	jn	jn	jn
To talk about an issue with a student?	jn	jn	jn	jn	jn	jn
With questions about external funding?	jn	jn	jn	jn	jn	jn
With questions about their research?	jn	jn	jn	jn	jn	jn
With questions about committee work?	jn	jn	jn	jn	jn	jn

18. Please answer the following questions only if you are also affiliated with the GRADUATE CENTER.

How often do your colleagues at the Graduate Center approach you . . .

	At least once a week	About once a month	About once a semester	About once a year	Almost never	N/A
For advice about teaching?	jn	jn	jn	jn	jn	jn
To talk about an issue with a student?	jn	jn	jn	jn	jn	jn

Hunter College Science Faculty Survey

With questions about external funding?	jñ	jñ	jñ	jñ	jñ	jñ
With questions about their research?	jñ	jñ	jñ	jñ	jñ	jñ
With questions about committee work?	jñ	jñ	jñ	jñ	jñ	jñ

19. Please answer the following questions about your primary department at Hunter.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
Members of my department are able to bring up problems and tough issues.	jñ	jñ	jñ	jñ	jñ	jñ
It is difficult to ask other members of my department for help.	jñ	jñ	jñ	jñ	jñ	jñ
In my department my unique skills and talents are valued and utilized.	jñ	jñ	jñ	jñ	jñ	jñ

20. The questions below examine your feelings of impact, influence, and control in your primary department at Hunter.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
My impact on what happens in my department is large.	jñ	jñ	jñ	jñ	jñ	jñ
I have a great deal of control over what happens in my department.	jñ	jñ	jñ	jñ	jñ	jñ

21. Satisfaction with tenure/promotion process

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
I receive/d enough feedback on my progress toward tenure/promotion.	jñ	jñ	jñ	jñ	jñ	jñ
I feel/felt supported in my advancement to tenure/promotion.	jñ	jñ	jñ	jñ	jñ	jñ
My departmental P&B committee is/was very helpful to me in working toward tenure/promotion.	jñ	jñ	jñ	jñ	jñ	jñ
I am satisfied with the fit between the way I did/do research, teaching, and service, and the way it is/was evaluated for tenure/promotion.	jñ	jñ	jñ	jñ	jñ	jñ

7. Influence and Respect with Support Staff

22. Please answer the following questions about your experience with FACILITIES.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
When I make a request it is completed in a timely manner.	jñ	jñ	jñ	jñ	jñ	jñ
When I make a request it is completed in full.	jñ	jñ	jñ	jñ	jñ	jñ
I have to ask several times to get anything done.	jñ	jñ	jñ	jñ	jñ	jñ
When I make a normal request, they respond disrespectfully.	jñ	jñ	jñ	jñ	jñ	jñ
Some faculty get favors that other faculty don't get.	jñ	jñ	jñ	jñ	jñ	jñ

23. Please answer the following questions about your experience with your DEPARTMENTAL SUPPORT STAFF.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Don't Know	N/A
When I make a request it is completed in a timely manner.	jñ	jñ	jñ	jñ	jñ	jñ	jñ
When I make a request it is completed in full.	jñ	jñ	jñ	jñ	jñ	jñ	jñ
I have to ask several times to get anything done.	jñ	jñ	jñ	jñ	jñ	jñ	jñ
When I make a normal request, they respond disrespectfully.	jñ	jñ	jñ	jñ	jñ	jñ	jñ
Some faculty get favors that other faculty don't get.	jñ	jñ	jñ	jñ	jñ	jñ	jñ

8. Influence and Respect with Department Chair

If you have an appointment in more than one department, please answers these questions about the chair in what you consider to be your PRIMARY department.

24. The chair of my department . . .

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Don't Know	N/A
Is open to constructive criticism.	jn	jn	jn	jn	jn	jn	jn
Treats faculty in an even-handed way.	jn	jn	jn	jn	jn	jn	jn
Helps me attain the resources I need.	jn	jn	jn	jn	jn	jn	jn
Handles disputes/problems effectively.	jn	jn	jn	jn	jn	jn	jn
Communicates consistently with faculty.	jn	jn	jn	jn	jn	jn	jn
Has offered me help in preparing my vita.	jn	jn	jn	jn	jn	jn	jn
Has offered me help in preparing a tenure package.	jn	jn	jn	jn	jn	jn	jn
Has offered me help in preparing a promotion package.	jn	jn	jn	jn	jn	jn	jn
Acts quickly when I come to her/him with an issue.	jn	jn	jn	jn	jn	jn	jn

9. Value and Recognition of Teaching, Committee Work, and Research

We would like to know how important research, teaching, and committee work are to different people in your department. In the following questions, you will be asked about the relative importance of each for yourself, your colleagues in general, your chair, and the Hunter College administration.

25. How important are the following to YOU?

	Not Important At All	Not Very Important	Neutral	Important	Very Important	Don't Know
Teaching	jn	jn	jn	jn	jn	jn
Research	jn	jn	jn	jn	jn	jn
Committee work	jn	jn	jn	jn	jn	jn

26. How important are the following to YOUR COLLEAGUES?

	Not Important At All	Not Very Important	Neutral	Important	Very Important	Don't Know
Teaching	jn	jn	jn	jn	jn	jn
Research	jn	jn	jn	jn	jn	jn
Committee work	jn	jn	jn	jn	jn	jn

27. How important are the following to YOUR CHAIR?

	Not Important At All	Not Very Important	Neutral	Important	Very Important	Don't Know
Teaching	jn	jn	jn	jn	jn	jn
Research	jn	jn	jn	jn	jn	jn
Committee work	jn	jn	jn	jn	jn	jn

28. How important are the following to the HUNTER ADMINISTRATION?

	Not Important At All	Not Very Important	Neutral	Important	Very Important	Don't Know
Teaching	jn	jn	jn	jn	jn	jn
Research	jn	jn	jn	jn	jn	jn
Committee work	jn	jn	jn	jn	jn	jn

We'd also like to know how much you think different people in your department recognize your contributions to Hunter in terms of research, teaching and committee work.

29. Your chair

	No recognition				A lot of recognition	Don't Know
How much recognition do you get for your committee work from your chair?	jn	jn	jn	jn	jn	jn
How much recognition do you get for your teaching from your chair?	jn	jn	jn	jn	jn	jn
How much recognition do you get for your research from your chair?	jn	jn	jn	jn	jn	jn

30. The Hunter administration

	No recognition				A lot of recognition	Don't Know
How much recognition do you get for your committee work from the Hunter administration?	jn	jn	jn	jn	jn	jn
How much recognition do you get for your teaching from the Hunter administration?	jn	jn	jn	jn	jn	jn
How much recognition do you get for your research from the Hunter administration?	jn	jn	jn	jn	jn	jn

31. Your colleagues

	No recognition				A lot of recognition	Don't Know
--	----------------	--	--	--	----------------------	------------

Hunter College Science Faculty Survey

How much recognition do you get for your committee work from other colleagues?	jn	jn	jn	jn	jn	jn
How much recognition do you get for your teaching from other colleagues?	jn	jn	jn	jn	jn	jn
How much recognition do you get for your research from other colleagues?	jn	jn	jn	jn	jn	jn

10. Feelings about Hunter

Please answer the following questions about Hunter given your current professional situation. For example, if you are a member of the doctoral faculty, please consider this while answering your questions.

32. Feelings about Hunter

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
I do NOT feel "emotionally attached" to Hunter.	jn	jn	jn	jn	jn	jn
Hunter has a great deal of personal meaning to me.	jn	jn	jn	jn	jn	jn
I do NOT feel like "part of the family" at Hunter.	jn	jn	jn	jn	jn	jn
I enjoy discussing Hunter with people outside it.	jn	jn	jn	jn	jn	jn

33. Please answer the following questions about job satisfaction.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
Generally speaking, I am very satisfied with my current job.	jn	jn	jn	jn	jn	jn
Generally, I am very satisfied with the teaching aspects of my job.	jn	jn	jn	jn	jn	jn
Generally, I am very satisfied with the research aspects of my job.	jn	jn	jn	jn	jn	jn
Generally, I am very satisfied with the service aspects of my job.	jn	jn	jn	jn	jn	jn
I often think about leaving my job.	jn	jn	jn	jn	jn	jn
I will probably look for a new job soon.	jn	jn	jn	jn	jn	jn

11. Publications and Grants

Please answer questions about your publications and grants FOR THE LAST TWO YEARS.

34. Number of articles ACCEPTED/PUBLISHED/IN-PRESS in refereed journals.

35. Number of articles and chapters ACCEPTED/PUBLISHED/IN-PRESS in edited books or edited journal volumes.

36. Number of authored books ACCEPTED/PUBLISHED/IN-PRESS.

37. Other

38. Funded grants

Internal

External

Number of grants FUNDED.

39. Total dollar amount of INTERNAL grants received.

40. Total dollar amount of EXTERNAL grants received.

12. Demographic Information

41. What is Your Department at Hunter?

Natural Sciences (includes biological science, chemistry, computer science, mathematics and statistics, and physics and astronomy)

Social Sciences (includes anthropology, economics, geography, political science, psychology, and sociology)

42. What is your current academic level?

Assistant Professor

Associate Professor

Full or Distinguished Professor

43. With how many doctoral programs are you affiliated?

Zero

One

Two

Three

Four

Five

N/A

Other (please specify)

44. Years at each academic level

Full Professor

Associate Professor

Assistant Professor

How many years have you spent at each academic level?

45. How do you describe your ethnicity?

46. How do you describe your sex?

Female

Male

Other (please specify)

47. How do you describe your sexual orientation?

- Straight
- Bisexual
- Gay
- Other (please specify)

13. Thank You!

Thank you for Participating in the Hunter College Science Faculty Survey!