



Faculty Work-Life Survey

Administered By The Virginia Tech Center for Survey Research

Virginia Tech is committed to maintaining a work environment in which all faculty members can succeed. In order to assist the university in achieving this goal, it is important to receive input from all faculty members at the university. This survey takes about 15 minutes to complete. You may leave any item on the survey unanswered if you choose, including those that you feel do not apply to you. Your responses will be kept strictly confidential and will never be disaggregated in a way that would reveal your identity. Thank you for your help.

Section 1. Please indicate your level of agreement with the statements below about your employment with Virginia Tech in general.

| | Strongly Agree | Somewhat Agree | Somewhat Disagree | Strongly Disagree | Don't Know |
|---|-------------------|-------------------|----------------------|----------------------|------------|
| -----Please Click One Response Option----- | | | | | |
| a. Virginia Tech is a good place to work. | 1 | 2 | 3 | 4 | 5 |
| b. I am treated with respect at Virginia Tech. | 1 | 2 | 3 | 4 | 5 |
| c. I receive fair treatment at Virginia Tech. | 1 | 2 | 3 | 4 | 5 |
| d. Overall, it seems the morale among faculty members at Virginia Tech is good. | 1 | 2 | 3 | 4 | 5 |
| e. I receive positive feedback about my work from colleagues outside of Virginia Tech. | 1 | 2 | 3 | 4 | 5 |
| f. In general, the Virginia Tech campus is free of intimidation, harassment, and discrimination. | 1 | 2 | 3 | 4 | 5 |
| g. I feel I "fit in" at Virginia Tech. | 1 | 2 | 3 | 4 | 5 |
| h. In general, the process for hiring faculty at Virginia Tech is conducted fairly. | 1 | 2 | 3 | 4 | 5 |
| i. Policies at Virginia Tech are generally applied in a uniform and equitable manner. | 1 | 2 | 3 | 4 | 5 |
| j. There is a good quality of life in the geographic area where I am employed. | 1 | 2 | 3 | 4 | 5 |
| k. I have the opportunity to collaborate with colleagues at Virginia Tech who share my interests. | 1 | 2 | 3 | 4 | 5 |
| l. I have the equipment and supplies I need to do my job at Virginia Tech. | 1 | 2 | 3 | 4 | 5 |
| m. I have the lab or office space I need to do my job at Virginia Tech. | 1 | 2 | 3 | 4 | 5 |
| n. Policies that facilitate the hiring of faculty spouses/partners strengthen the success of the university's efforts to recruit the most highly qualified faculty. | 1 | 2 | 3 | 4 | 5 |

| | | Strongly Agree | Somewhat Agree | Somewhat Disagree | Strongly Disagree | Don't Know |
|--|--|----------------|----------------|-------------------|-------------------|------------|
| -----Please Click One Response Option----- | | | | | | |
| o. | Virginia Tech provides the support that faculty members need to garner funded research projects. | 1 | 2 | 3 | 4 | 5 |
| p. | Faculty members at Virginia Tech are provided adequate opportunities to participate in university governance. | 1 | 2 | 3 | 4 | 5 |
| q. | My field of study is not valued at Virginia Tech. | 1 | 2 | 3 | 4 | 5 |
| r. | Virginia Tech welcomes free and open input from faculty members. | 1 | 2 | 3 | 4 | 5 |
| s. | Virginia Tech cares about the family/home life of its faculty. | 1 | 2 | 3 | 4 | 5 |
| t. | It is difficult to have a personal life and be promoted or earn tenure at Virginia Tech. | 1 | 2 | 3 | 4 | 5 |
| u. | My personal or family responsibilities have slowed my advancement at Virginia Tech. | 1 | 2 | 3 | 4 | 5 |
| v. | I have seriously considered leaving my current job in order to achieve a better balance between my personal and professional life. | 1 | 2 | 3 | 4 | 5 |
| w. | I have read, heard and/or seen insensitive or disparaging comments or materials in the workplace that were offensive to me. | 1 | 2 | 3 | 4 | 5 |
| x. | I would be interested in working in a part-time faculty position if benefits like health care were available. | 1 | 2 | 3 | 4 | 5 |
| y. | Virginia Tech is a good place to develop the skills and knowledge needed to be a top researcher in my field. | 1 | 2 | 3 | 4 | 5 |
| z. | I have confidence in the university's leadership. | 1 | 2 | 3 | 4 | 5 |
| aa. | There are too few women and minorities in leadership positions at Virginia Tech. | 1 | 2 | 3 | 4 | 5 |
| bb. | Faculty members are treated fairly at Virginia Tech regardless of their race or ethnicity. | 1 | 2 | 3 | 4 | 5 |
| cc. | Faculty members are treated fairly at Virginia Tech regardless of their gender. | 1 | 2 | 3 | 4 | 5 |
| dd. | Faculty members are treated fairly at Virginia Tech regardless of their sexual orientation. | 1 | 2 | 3 | 4 | 5 |
| ee. | Faculty members with disabilities are treated fairly at Virginia Tech. | 1 | 2 | 3 | 4 | 5 |
| ff. | I have participated in activities that promote diversity at Virginia Tech in the past year. | 1 | 2 | 3 | 4 | 5 |
| gg. | There is accountability at Virginia Tech for racist behavior. | 1 | 2 | 3 | 4 | 5 |
| hh. | There is accountability at Virginia Tech for sexist behavior. | 1 | 2 | 3 | 4 | 5 |
| ii. | The recruitment of women and minority faculty members <u>should be</u> a top priority at Virginia Tech. | 1 | 2 | 3 | 4 | 5 |
| jj. | The recruitment of women and minority faculty members <u>is</u> a top priority at Virginia Tech. | 1 | 2 | 3 | 4 | 5 |
| kk. | Virginia Tech rewards the efforts of faculty members who do outstanding work. | 1 | 2 | 3 | 4 | 5 |

| | | Strongly Agree | Somewhat Agree | Somewhat Disagree | Strongly Disagree | Don't Know |
|--|---|----------------|----------------|-------------------|-------------------|------------|
| -----Please Click One Response Option----- | | | | | | |
| ll. | Faculty members at Virginia Tech are usually promoted or given opportunities based on good performance. | 1 | 2 | 3 | 4 | 5 |
| mm. | I aspire to a leadership position at Virginia Tech beyond my current position (e.g. department chair, center director, dean, etc.). | 1 | 2 | 3 | 4 | 5 |
| nn. | If I chose to pursue them, I believe that significant leadership opportunities would be available to me at Virginia Tech. | 1 | 2 | 3 | 4 | 5 |
| oo. | It is possible to hold a leadership position at Virginia Tech while maintaining an active research agenda. | 1 | 2 | 3 | 4 | 5 |
| pp. | It is possible to hold a leadership position at Virginia Tech while balancing work and personal responsibilities. | 1 | 2 | 3 | 4 | 5 |
| qq. | I am interested in opportunities to develop my leadership skills. | 1 | 2 | 3 | 4 | 5 |
| rr. | There are administrators at Virginia Tech who model effective leadership. | 1 | 2 | 3 | 4 | 5 |
| ss. | I have sufficient opportunities to interact with leaders in the Virginia Tech community. | 1 | 2 | 3 | 4 | 5 |
| tt. | There should be an office at Virginia Tech to assist with spousal/partner hiring. | 1 | 2 | 3 | 4 | 5 |

Section 2. Please indicate your level of agreement with the statements below about the primary department, program, or unit in which you are employed at Virginia Tech.

| | | Strongly Agree | Somewhat Agree | Somewhat Disagree | Strongly Disagree | Don't Know |
|--|---|----------------|----------------|-------------------|-------------------|------------|
| -----Please Click One Response Option----- | | | | | | |
| a. | My department at Virginia Tech is a good place to work. | 1 | 2 | 3 | 4 | 5 |
| b. | I am satisfied with the amount of input I have about major policy decisions in my department. | 1 | 2 | 3 | 4 | 5 |
| c. | Overall, I am expected to do more work than other members of my department. | 1 | 2 | 3 | 4 | 5 |
| d. | I have a voice in hiring new faculty members in my department. | 1 | 2 | 3 | 4 | 5 |
| e. | The process for hiring new faculty is managed effectively in my department. | 1 | 2 | 3 | 4 | 5 |
| f. | I have received effective mentoring in my department. | 1 | 2 | 3 | 4 | 5 |
| g. | I am treated with respect by other faculty members in my department. | 1 | 2 | 3 | 4 | 5 |
| h. | I am treated with respect by the classified staff in my department. | 1 | 2 | 3 | 4 | 5 |
| i. | My field or area of study is valued by colleagues in my department. | 1 | 2 | 3 | 4 | 5 |
| j. | Part-time and non-tenure track faculty are treated as second class citizens in my department. | 1 | 2 | 3 | 4 | 5 |

| | Strongly Agree | Somewhat Agree | Somewhat Disagree | Strongly Disagree | Don't Know | |
|--|---|----------------|-------------------|-------------------|------------|---|
| -----Please Click One Response Option----- | | | | | | |
| k. | I am able to balance the teaching, research and outreach activities expected of me. | 1 | 2 | 3 | 4 | 5 |
| l. | I am expected to serve on more committees and/or provide more assistance to students than others in my department. | 1 | 2 | 3 | 4 | 5 |
| m. | Other faculty in my department seem to know about policies or opportunities of which I am unaware. | 1 | 2 | 3 | 4 | 5 |
| n. | I am treated fairly by the administration in my department. | 1 | 2 | 3 | 4 | 5 |
| o. | Collaboration is rewarded in my department. | 1 | 2 | 3 | 4 | 5 |
| p. | Professional/job demands force me to make unreasonable compromises about personal or family responsibilities and interests. | 1 | 2 | 3 | 4 | 5 |
| q. | Salary decisions are made fairly in my department. | 1 | 2 | 3 | 4 | 5 |
| r. | The leadership of my department can be trusted. | 1 | 2 | 3 | 4 | 5 |
| s. | Staff support and resources are allocated fairly in my department. | 1 | 2 | 3 | 4 | 5 |
| t. | The requirements for tenure or promotion are clearly articulated in my department. | 1 | 2 | 3 | 4 | 5 |
| u. | The administration in my department is approachable when faculty members have job-related issues/concerns. | 1 | 2 | 3 | 4 | 5 |
| v. | I am recognized for the contributions I make to the department. | 1 | 2 | 3 | 4 | 5 |
| w. | Performance expectations for faculty are communicated clearly in my department. | 1 | 2 | 3 | 4 | 5 |
| x. | I have good relationships with my co-workers. | 1 | 2 | 3 | 4 | 5 |
| y. | My job performance is reviewed in person with me at least once a year. | 1 | 2 | 3 | 4 | 5 |
| z. | My performance reviews are based on how well I perform my job. | 1 | 2 | 3 | 4 | 5 |
| aa. | I receive useful recommendations on how I can improve my job performance from my department. | 1 | 2 | 3 | 4 | 5 |
| bb. | Overall, my department is well managed. | 1 | 2 | 3 | 4 | 5 |
| cc. | My department is supportive of the success of women faculty. | 1 | 2 | 3 | 4 | 5 |
| dd. | My department is supportive of the success of faculty members of all races and ethnicities. | 1 | 2 | 3 | 4 | 5 |
| ee. | I feel free to express my opinions in my job without worrying about negative results. | 1 | 2 | 3 | 4 | 5 |
| ff. | My salary is comparable to colleagues in my department who have similar years of service and productivity. | 1 | 2 | 3 | 4 | 5 |
| gg. | In my department, faculty who have children are considered less committed to their careers. | 1 | 2 | 3 | 4 | 5 |

| | Strongly Agree | Somewhat Agree | Somewhat Disagree | Strongly Disagree | Don't Know |
|---|----------------|----------------|-------------------|-------------------|------------|
| -----Please Click One Response Option----- | | | | | |
| hh. Faculty in my department respect the roles and responsibilities I have outside of work. | 1 | 2 | 3 | 4 | 5 |
| ii. Meetings in my department are often scheduled at times that conflict with my family responsibilities. | 1 | 2 | 3 | 4 | 5 |
| jj. The administration in my department keeps the faculty informed about key issues. | 1 | 2 | 3 | 4 | 5 |
| kk. The administration in my department has been proactive about recruiting women and minorities to the faculty. | 1 | 2 | 3 | 4 | 5 |
| ll. My department's administration values my contributions to the department. | 1 | 2 | 3 | 4 | 5 |
| mm. My department's administration would be unlikely to intervene if racist or sexist behavior occurred. | 1 | 2 | 3 | 4 | 5 |
| nn. My department periodically reviews salaries to ensure equity. | 1 | 2 | 3 | 4 | 5 |
| oo. There are policies in place in my department about course loads and course releases. | 1 | 2 | 3 | 4 | 5 |
| pp. The administration in my department is knowledgeable about university policies. | 1 | 2 | 3 | 4 | 5 |
| qq. Faculty in my department receive accurate and timely information about their progress toward tenure or promotion. | 1 | 2 | 3 | 4 | 5 |
| rr. There is a lot of conflict in my department. | 1 | 2 | 3 | 4 | 5 |
| ss. Departmental politics interfere with my ability to get my work done. | 1 | 2 | 3 | 4 | 5 |
| tt. Sexual harassment is a problem in my department. | 1 | 2 | 3 | 4 | 5 |
| uu. There is a lot of racial tension in my department. | 1 | 2 | 3 | 4 | 5 |
| vv. Women and minorities are well-represented among those in my department who are nominated for awards and honors. | 1 | 2 | 3 | 4 | 5 |
| ww. Faculty in my department are asked to document their participation in diversity initiatives as part of regular merit reviews. | 1 | 2 | 3 | 4 | 5 |

Section 3. Please answer the final general questions about you below.

1. Is your current position a tenure track faculty position? (Please Click One Response Option)

- ± Yes
- ± No [GO TO #3.4]
- ± Don't know [GO TO #3.4]

2. Have you ever stopped or extended the tenure clock during your employment with Virginia Tech? (Please Click One Response Option)

- ± Yes (Please specify why: _____)
- ± No [GO TO #3.4]
- ± Don't know [GO TO #3.4]

3. How supportive are the faculty members in your department of faculty members who extend the tenure clock? (Please Click One Response Option)

- ± Very supportive
- ± Somewhat supportive
- ± Somewhat unsupportive
- ± Not at all supportive
- ± Don't know

4. Compared to faculty members nationally at similar stages in their careers, how would you rate your research productivity? (Please Click One Response Option)

- ± Top 10 percent
- ± Top 11-20 percent
- ± Top 21-40 percent
- ± Top 41-59 percent
- ± Top 60 percent or above
- ± Don't know

5. Please indicate the number of hours of time you spend on each of the activities below in a typical week during the academic year. Please include hours you spend at your workplace and at home on these activities. Please leave the space blank if you spend no time in a typical week on the activity listed.

| | Hours of Time Spent |
|--|---------------------|
| a. Teaching and advising undergraduate students. | |
| b. Teaching and advising graduate or professional students. | |
| c. Research and scholarship. | |
| d. University service (such as committee work at the department, college, and university levels). | |
| e. Administration. | |
| f. Non-teaching professional activities (such as editorial reviews or professional organization duties). | |
| g. Outside consulting. | |
| h. Personal and family responsibilities. | |

6. During a typical week in the academic year, how many hours do you spend at home on activities related to your job at Virginia Tech? ____

7. What is your marital/partner status currently? (Please Click One Response Option)

- ± Live with spouse/partner in same location
- ± Have spouse/partner but live in different locations most of the year
- ± No spouse/partner currently [GO TO #3.10]

8. Please indicate the current employment status of your spouse/partner. (Please Click All Responses That Apply)

- ± Spouse/partner currently seeking full-time academic job
- ± spouse/partner seeking part-time academic job
- ± spouse/partner currently employed full-time at Virginia Tech
- ± spouse/partner currently employed part-time at Virginia Tech
- ± spouse/partner currently employed at another college/university
- ± spouse/partner employed but not at a college or university
- ± spouse/partner not employed

9. Please indicate your level of agreement with the statements below.

| | Strongly Agree | Somewhat Agree | Somewhat Disagree | Strongly Disagree | Don't Know |
|---|-------------------|-------------------|----------------------|----------------------|---------------|
| -----Please Click One Response Option----- | | | | | |
| a. My spouse/partner is satisfied with the quality of life in the geographic area where I am employed. | 1 | 2 | 3 | 4 | 5 |
| b. I am satisfied with the assistance offered by Virginia Tech in finding employment for the partners/spouses of its faculty members. | 1 | 2 | 3 | 4 | 5 |
| c. My spouse's/partner's career aspirations are as important as mine. | 1 | 2 | 3 | 4 | 5 |
| d. I have modified my career aspirations in order to accommodate the interests and needs of my spouse/partner or family. | 1 | 2 | 3 | 4 | 5 |
| e. I have seriously considered leaving Virginia Tech in order to improve the employment opportunities of my spouse/partner. | 1 | 2 | 3 | 4 | 5 |

10. During your employment with Virginia Tech, have you ever had children under the age of 18 living with you? (Please Click One Response Option)

- ± Yes
- ± No [GO TO #3.15]

11. Do you currently have children under the age of 18 living with you? (Please Click One Response Option)

- ± Yes
- ± No [GO TO #3.13]

12. Please type in how many children in each category below live with you currently. If you have no children in a category, please leave the category blank.

- ___ 0-2 years of age
- ___ 3-4 years of age
- ___ 5-12 years of age
- ___ 13-17 years of age

13. How satisfied have you been with the childcare available in the Blacksburg area? (Please Click One Response Option)

- ± Have not needed childcare [GO TO #3.14]
- ± Very satisfied
- ± Somewhat satisfied
- ± Somewhat dissatisfied
- ± Not at all satisfied
- ± Don't know

14. Please indicate your level of agreement regarding the coordination of the Virginia Tech calendar with the calendars of the local K-12 schools. (Please Click One Response Option)

- ± Strongly agree with coordination of the calendars
- ± Somewhat agree with coordination of the calendars
- ± Somewhat disagree with coordination of the calendars
- ± Strongly disagree with coordination of the calendars
- ± Don't know

15. Have you served as a member of a search committee for any faculty or administrative position at Virginia Tech at any point during the past two years? (Please Click One Response Option)

- ± Yes
- ± No [GO TO #3.19]

16. Please indicate any of the strategies below you engaged in as part of a search committee you were on during the past two years. (Please Click All Responses That Apply)

- ± Contacted a colleague outside of Virginia Tech asking for nominations
- ± Contacted a colleague outside of Virginia Tech for help identifying women and minority candidates
- ± Identified a woman or minority candidate for the position at a conference or in another professional setting
- ± Encouraged a woman or minority candidate to apply for the position
- ± Invited a woman or minority scholar to Virginia Tech to give a talk as a pre-recruitment effort
- ± Asked to meet women or minority doctoral students or postdocs when visiting or lecturing at other campuses
- ± Engaged in another strategy to recruit women or minority faculty member for position

Please describe strategy: _____

17. Please indicate what effect you feel the cluster hiring process will have on the national status of Virginia Tech as a research university. (Please Click One Response Option)

- ± Not familiar with cluster hiring, unable to respond [GO TO #3.19]
- ± Will strengthen Virginia Tech's status a great deal
- ± Will strengthen Virginia Tech's status somewhat
- ± Cluster hiring will have no effect on Virginia Tech's national status
- ± Will hinder Virginia Tech's status somewhat
- ± Will hinder Virginia Tech's status a great deal
- ± Don't know

18. Please indicate what effect you feel the cluster hiring process will have on promoting diversity at Virginia Tech. (Please Click One Response Option)

- ± Not familiar with cluster hiring, unable to respond [GO TO #3.19]
- ± Will strengthen diversity at Virginia Tech a great deal
- ± Will strengthen diversity at Virginia Tech somewhat
- ± Cluster hiring will have no effect on Virginia Tech's diversity
- ± Will hinder diversity at Virginia Tech somewhat
- ± Will hinder diversity at Virginia Tech a great deal
- ± Don't know

19. Are there any graduate students affiliated with your department at Virginia Tech?

- ± Yes
- ± No [GO TO #21]
- ± Don't know [GO TO #21]

20. Please indicate your level of agreement with the statements below regarding graduate students in your department.

| | Strongly Agree | Somewhat Agree | Somewhat Disagree | Strongly Disagree | Don't Know |
|--|----------------|----------------|-------------------|-------------------|------------|
| -----Please Click One Response Option----- | | | | | |
| a. Graduate students are treated with respect in my department. | 1 | 2 | 3 | 4 | 5 |
| b. Faculty members in my department help prepare graduate students to assume a faculty role in the future. | 1 | 2 | 3 | 4 | 5 |
| c. Graduate students are treated fairly in my department regardless of their gender. | 1 | 2 | 3 | 4 | 5 |

21. Please indicate your satisfaction with each aspect of your job at Virginia Tech below.

| | Very Satisfied | Somewhat Satisfied | Somewhat Dissatisfied | Very Dissatisfied | Don't Know |
|--|----------------|--------------------|-----------------------|-------------------|------------|
| -----Please Click One Response Option----- | | | | | |
| a. Work load. | 1 | 2 | 3 | 4 | 5 |
| b. Job security. | 1 | 2 | 3 | 4 | 5 |
| c. Opportunity for advancement in rank at Virginia Tech. | 1 | 2 | 3 | 4 | 5 |
| d. Salary. | 1 | 2 | 3 | 4 | 5 |
| e. [IF #3.7=3, GO TO #21f] Spouse or partner employment opportunities in the geographic area where you are employed. | 1 | 2 | 3 | 4 | 5 |
| f. Job at Virginia Tech overall. | 1 | 2 | 3 | 4 | 5 |

22. How likely are you to leave your position at Virginia Tech at some point in the next two years?

- ± Very likely
- ± Somewhat likely
- ± Somewhat unlikely
- ± Very unlikely
- ± Don't know

23. Have you heard of the Advance Grant at Virginia Tech (a project supported by the National Science Foundation to promote and enhance the careers of women in science and engineering)? (Please Click One Response Option)

- ± Yes
- ± No
- ± Don't Know/Can't Remember

24. Please provide any additional information you feel would help in improving the employment climate for faculty members at Virginia Tech.

Thank you for your help with our study. Please click "submit" to end the survey.

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