



# 2008 Faculty Work-Life Survey

Administered By the Virginia Tech Center for Survey Research

This survey is being administered in order to help improve the climate for faculty members at Virginia Tech. Aggregate data from the survey will be shared with deans, department heads, and others in order to promote discussion about strategies to help improve the work-life of faculty members. This survey is entirely voluntary. You may leave any item or all items on the survey unanswered if you choose. 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: The University

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 scholarly expertise is 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 members of under-represented racial/ethnic groups in leadership positions at Virginia Tech.	1	2	3	4	5
aa1.	There are too few women 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 female faculty members <u>should be</u> a top priority at Virginia Tech.	1	2	3	4	5
ii1.	The recruitment of faculty members from under-represented groups <u>should be</u> a top priority at Virginia Tech.	1	2	3	4	5

		Strongly Agree	Somewhat Agree	Somewhat Disagree	Strongly Disagree	Don't Know
-----Please Click One Response Option-----						
jj.*	The recruitment of female faculty members <u>is</u> a top priority at Virginia Tech.	1	2	3	4	5
jj1.	The recruitment of faculty members from under-represented groups <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
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
ss1.	Please use the space below to add any comments that you would like to make about the topics in this section about the university.  _____ _____ _____					

**Section 2: Your Department/Unit**

**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

		Strongly Agree	Somewhat Agree	Somewhat Disagree	Strongly Disagree	Don't Know
-----Please Click One Response Option-----						
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
i1.	My expertise is valued by colleagues in my department.	1	2	3	4	5
i2.	Graduate students are treated fairly in my department regardless of their gender	1	2	3	4	5
i3.	Graduate students are treated fairly in my department regardless of their nationality.	1	2	3	4	5
i4.	Graduate students are treated fairly in my department regardless of their ethnicity.	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
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
r1.	My department or unit head is aware of the obstacles faced by members of under-represented racial/ethnic groups.	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
t1.	Senior faculty members in my department or unit are familiar with the current expectations for tenure and promotion.	1	2	3	4	5

		Strongly Agree	Somewhat Agree	Somewhat Disagree	Strongly Disagree	Don't Know
-----Please Click One Response Option-----						
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
v1.	I spend a lot of time on service or outreach activities that are not rewarded.	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
hh.	Faculty in my department respect the roles and responsibilities I have outside of work.	1	2	3	4	5
hh1.	Students respect my scholarly expertise.	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 members of under-represented racial/ethnic groups 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

		Strongly Agree	Somewhat Agree	Somewhat Disagree	Strongly Disagree	Don't Know
-----Please Click One Response Option-----						
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 members of under-represented racial/ethnic groups are well-represented among those in my department who are nominated for awards and honors.	1	2	3	4	5
ww.*	Service activities related to diversity are valued in tenure and promotion.	1	2	3	4	5

**2.1 Last year, I reported at least one contribution to diversity on my annual faculty activity report. (Please Click One Response Option)**

- Yes
- No
- Don't know

**2.2. I have been engaged in conversations with students or others about the *Principles of Community*. (Please Click One Response Option)**

- Yes
- No
- Don't know

**2.3. I have received a written performance evaluation in the past 12 months. (Please Click One Response Option)**

- Yes
- No
- Don't know

**2.4. Please use the space below to add any comments that you would like to make about the topics in this section about your department/unit.**

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**Section 3: Productivity**

**3.1. How important is external funding in terms of how your overall productivity is evaluated? (Please Click One Response Option)**

- Very Important
- Somewhat Important
- Somewhat Unimportant [GO TO 3.4]
- Not at All Important [GO TO 3.4]
- Don't Know [GO TO 3.4]

**3.2. How would you rate your overall productivity with regard to external funding compared to other researchers in your area and rank nationwide? (Please Click One Response Option)**

- 10 – Much more productive
- 9
- 8
- 7
- 6
- 5
- 4
- 3
- 2
- 1 – Much less productive

**3.3. How do you think your department views your productivity with regard to external funding, compared to the departmental average on this measure? (Please Click One Response Option)**

- 10 – Much more productive
- 9
- 8
- 7
- 6
- 5
- 4
- 3
- 2
- 1 – Much less productive

**3.4. How important are scholarly publications in terms of how your overall productivity is evaluated? (Please Click One Response Option)**

- Very Important
- Somewhat Important
- Somewhat Unimportant [GO TO 3.7]
- Not at All Important [GO TO 3.7]
- Don't Know [GO TO 3.7]

- 3.5. How would you rate your overall productivity with regard to scholarly publications compared to other researchers in your area and rank nationwide? (Please Click One Response Option)**
- 10 – Much more productive
  - 9
  - 8
  - 7
  - 6
  - 5
  - 4
  - 3
  - 2
  - 1 – Much less productive
- 3.6. How do you think your department views your productivity with regard to scholarly publications, compared to the departmental average on this measure? (Please Click One Response Option)**
- 10 – Much more productive
  - 9
  - 8
  - 7
  - 6
  - 5
  - 4
  - 3
  - 2
  - 1 – Much less productive
- 3.7. How important is teaching in terms of how your overall productivity is evaluated? (Please Click One Response Option)**
- Very Important
  - Somewhat Important
  - Somewhat Unimportant [GO TO 3.10]
  - Not at All Important [GO TO 3.10]
  - Don't Know [GO TO 3.10]
- 3.8. How would you rate your overall productivity with regard to teaching compared to other researchers in your area and rank nationwide? (Please Click One Response Option)**
- 10 – Much more productive
  - 9
  - 8
  - 7
  - 6
  - 5
  - 4
  - 3
  - 2
  - 1 – Much less productive



- 3.9. How do you think your department views your productivity with regard to teaching, compared to the departmental average on this measure? (Please Click One Response Option)**
- 10 – Much more productive
  - 9
  - 8
  - 7
  - 6
  - 5
  - 4
  - 3
  - 2
  - 1 – Much less productive
- 3.10. How important is service in terms of how your overall productivity is evaluated? (Please Click One Response Option)**
- Very Important
  - Somewhat Important
  - Somewhat Unimportant [GO TO 3.13]
  - Not at All Important [GO TO 3.13]
  - Don't Know [GO TO 3.13]
- 3.11. How would you rate your overall productivity with regard to service compared to other researchers in your area and rank nationwide? (Please Click One Response Option)**
- 10 – Much more productive
  - 9
  - 8
  - 7
  - 6
  - 5
  - 4
  - 3
  - 2
  - 1 – Much less productive
- 3.12. How do you think your department views your productivity with regard to service, compared to the departmental average on this measure? (Please Click One Response Option)**
- 10 – Much more productive
  - 9
  - 8
  - 7
  - 6
  - 5
  - 4
  - 3
  - 2
  - 1 – Much less productive

**3.13. How important is outreach in terms of how your overall productivity is evaluated? (Please Click One Response Option)**

- Very Important
- Somewhat Important
- Somewhat Unimportant [GO TO 3.16]
- Not at All Important [GO TO 3.16]
- Don't Know [GO TO 3.16]

**3.14. How would you rate your overall productivity with regard to outreach compared to other researchers in your area and rank nationwide? (Please Click One Response Option)**

- 10 – Much more productive
- 9
- 8
- 7
- 6
- 5
- 4
- 3
- 2
- 1 – Much less productive

**3.15. How do you think your department views your productivity with regard to outreach, compared to the departmental average on this measure? (Please Click One Response Option)**

- 10 – Much more productive
- 9
- 8
- 7
- 6
- 5
- 4
- 3
- 2
- 1 – Much less productive

**3.16. 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
- Bottom 40 percent
- Don't know

**3.17. Please use the space below to add any comments that you would like to make about the topics in this section about your department/unit.**

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**Section 4: Work-Life**

**4.1. 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 4.4]

**4.2. Please indicate the current employment status of your spouse/partner. (Please Click All Response Options 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

**4.3. 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

**4.4. 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 Q4.8]

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

- Yes
- No [GO TO 4.7]

**4.6. Please type in how many children you have in each of the categories listed below. If you have no children in a category, please leave the category blank. (Please Click One Response Option)**

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

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

- Have not needed childcare
- Very satisfied
- Somewhat satisfied
- Somewhat dissatisfied
- Not at all satisfied
- Don't know

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

- Yes
- No
- Don't know

**4.9. Since September 2004, have you utilized any of the following policies or initiatives supported by AdvanceVT? (Please Click One Response Option)**

- Dual-Career Assistance Program
- Stop-the-Clock
- Modified Duties
- On-campus Childcare
- Lactation Rooms

**4.10. How satisfied are you with the implementation of the Stop-the-Clock policy in your department? (Please Click One Response Option)**

- Very satisfied
- Somewhat satisfied
- Somewhat dissatisfied
- Very dissatisfied
- Don't know

**4.11. 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\_12. How satisfied are you with the services offered to dual-career couples? (Please Click One Response Option)**

- Very satisfied
- Somewhat satisfied
- Somewhat dissatisfied
- Very dissatisfied
- Don't know

**4\_13. How supportive are the faculty members in your department of dual-career hiring? (Please Click One Response Option)**

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

**4\_14. How supportive are the faculty members in your department of faculty members who have been hired through the Dual-Career Assistance Program? (Please Click One Response Option)**

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

**4\_15. Do you have any comments you would like to add about your experiences with work-life policies at Virginia Tech?**

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**Section 5: Recruiting**

**5.1. 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 5.3]

**5.2. 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 Response Options 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
- Made a referral to the Dual-Career Office
- Arranged a meeting between a candidate or prospective candidate with a member of the AdvanceVT team
- Referred a candidate to a website or other source of information about a work-life policy, like Stop-the-Clock
- Shared information about the AdvanceVT program
- Engaged in another strategy to recruit women or minority faculty members for position

Please describe any other recruitment strategy you may have engaged in: \_\_\_\_\_

**5.3. Please add any comments you have about your recent experiences with search committees. This could include as a candidate and/or as a member of a search committee.**

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**Section 6: Job Satisfaction**

**6.1. 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
f. Your Job at Virginia Tech overall.	1	2	3	4	5
e. [IF 4.1 = "no spouse/partner currently," GO TO 6.2] Your spouse or partner's employment opportunities in the geographic area where you are employed.	1	2	3	4	5

**6.2. How likely are you to leave your position at Virginia Tech at some point in the next two years? (Please Click One Response Option)**

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

**Section 7: AdvanceVT**

**7.1. Have you heard of AdvanceVT or the AdvanceVT Grant at Virginia Tech (a project supported by the National Science Foundation to promote and enhance the careers of women in science and engineering) prior to completing this survey? (Please Click One Response Option)**

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

**7.2. How familiar are you with the activities of AdvanceVT? (Please Click One Response Option)**

- Very familiar
- Somewhat familiar
- Somewhat unfamiliar
- Not at all familiar

**7.3. Have you read or seen information about AdvanceVT through any of the following venues? (Please Click One Response Option)**

- AdvanceVT Webpage
- AdvanceVT Newsletter (paper or electronic version)
- AdvanceVT Report about leadership, work-life, recruitment, and diversity issues
- Verbal presentation about AdvanceVT
- Brochures or websites about work-life or Dual-Career programs and services

**7.4. Have you participated in any of the following AdvanceVT-sponsored activities? (Please Click All Response Options That Apply)**

- Annual January Workshop
- Presentation with AdvanceVT of COACHE data
- Pre-tenure faculty workshop
- Seed Grant Program (applicant, recipient, and/or reviewer)
- New Department Head/Leaders August Workshop
- Leadership development program or lunch
- Serving as a member of an AdvanceVT committee or work group
- Hosted or attended an AdvanceVT-sponsored lecture
- Was interviewed by a member of the AdvanceVT team and/or completed a questionnaire (other than this one)
- Other AdvanceVT event (In what other AdvanceVT event did you participate: \_\_\_\_\_)

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

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

**Project Sponsored By *AdvanceVT***