

**Faculty/Staff Worklife and Diversity Study  
University of Tennessee at Chattanooga  
FSWDS-1**

(Partial Sources: Mississippi State University Faculty Worklife Study; University of Rhode Island Diversity Study)

**FACULTY QUESTIONNAIRE**

***NOTE: This is a preliminary version of the Faculty Questionnaire, which is the core questionnaire for the campus employee study. Input from selected campus groups is currently being solicited. Feedback to date suggests including additional questions regarding compensation and preferences for how compensation can be equitably improved; international education options for students; and non-monetary recommendations to enhance the overall working environment of the campus. Please provide your input regarding other areas that should be included in this questionnaire. The final questionnaire will be modified and structured to include as many relevant questions as possible, without making this instrument too lengthy and tedious to complete. Thank you for your assistance***

This questionnaire was developed to attain a better understanding of issues related to quality of worklife for faculty and staff at The University of Tennessee at Chattanooga. In addition, as part of the UTC Strategic Plan, this study explores issues of diversity at UTC and perceptions of what is needed to reach diversity-related goals of the university. This questionnaire therefore has several components, and you are asked to respond as candidly as possible to all questions that are applicable to your status in the University. This study has been approved by the UTC Institutional Review Board, and your answers will be treated with full confidentiality and anonymity. The survey is voluntary; and, although we hope you will answer all questions that apply to you, please feel free to not answer any question you wish. Should you have any concern or question regarding this survey, please contact your department head or Dr. Barbara Medley, Director and Principal Investigator, in the Center for Applied Social Research at UTC extension 2342. Once completed, please submit this questionnaire according to online instructions or return it in the self-addressed envelope provided with paper copies.

***Hiring Process***

We are interested in identifying what makes UTC attractive to job applicants and the aspects of the hiring process that may be experienced positively or negatively. Please think back to when you first were hired at UTC (whether into a faculty position or another position) to answer the following questions.

1a. What was your **first** position at UTC? *Please check one.*

- a. Assistant Professor
- b. Associate Professor

If a. or b.:

1b. In what year were you hired? \_\_\_\_\_ *Go to question 3*

- c. Professor
- d. Other

If d.:

- 2a. What position were you first hired into? \_\_\_\_\_  
2b. What year were you hired? \_\_\_\_\_  
2c. What year did you become faculty? \_\_\_\_\_

3. Were you recruited to apply for a position at UTC (e.g., an individual contacted you and asked you to apply)?

- a. Yes       b. No

4. Please rate your level of agreement with these statements about the hiring process. If you were hired into more than one department or unit, please answer for the department or unit that you consider to be your primary department or unit.

*Choose one number on a scale of 1 (Agree Strongly) to 4 (Disagree Strongly). Choose NA if the statement does not apply to you.*

- a. The department did its best to obtain resources for me.
- b. Faculty in the department made an effort to meet me.
- c. My interactions with the search committee were positive.
- d. I negotiated successfully for what I needed.
- e. I was pleased with my start up package.
- f. I was satisfied with the hiring process overall.

5a. What were the three **most important priorities** in your decisions related to your job search (e.g., where to apply and where to interview)? *Check three.*

- |  |   |
|--|---|
| <input type="checkbox"/> a. Prestige of the university                 | <input type="checkbox"/> i. Support for research              |
| <input type="checkbox"/> b. Prestige of department/unit/lab            | <input type="checkbox"/> j. Salary and benefits               |
| <input type="checkbox"/> c. Geographic location                        | <input type="checkbox"/> k. Colleagues in department/unit/lab |
| <input type="checkbox"/> d. Opportunities available for spouse/partner | <input type="checkbox"/> l. Climate of department/unit/lab    |
| <input type="checkbox"/> e. Research opportunities                     | <input type="checkbox"/> m. Climate for women                 |
| <input type="checkbox"/> f. Community resources and organizations      | <input type="checkbox"/> n. Climate for faculty of color      |
| <input type="checkbox"/> g. Quality of public schools                  | <input type="checkbox"/> o. Quality of students               |
| <input type="checkbox"/> h. Teaching opportunities                     | <input type="checkbox"/> p. Other, please explain:            |

5b. What were the three **most important factors** that *positively* influenced your decision to accept a position at UTC? *Check three.*

- |  |   |
|--|---|
| <input type="checkbox"/> a. Prestige of the university                 | <input type="checkbox"/> i. Support for research              |
| <input type="checkbox"/> b. Prestige of department/unit/lab            | <input type="checkbox"/> j. Salary and benefits               |
| <input type="checkbox"/> c. Geographic location                        | <input type="checkbox"/> k. Colleagues in department/unit/lab |
| <input type="checkbox"/> d. Opportunities available for spouse/partner | <input type="checkbox"/> l. Climate of department/unit/lab    |
| <input type="checkbox"/> e. Research opportunities                     | <input type="checkbox"/> m. Climate for women                 |
| <input type="checkbox"/> f. Community resources and organizations      | <input type="checkbox"/> n. Climate for faculty of color      |

- g. Quality of public schools
- h. Teaching opportunities

- o. Quality of students
- p. Other, please explain:

6. What factors, if any, made you hesitate about accepting a position at UTC?

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***The Tenure Process at UTC***

7. Did you, or will you, experience the process of tenure or promotion to associate professor at UTC?

- a. Yes
- b. No → *Go to question 13*

8a. Do you currently have tenure?

- a. Yes  
↓
- b. No → 8b. What year do you expect to become an associate professor? \_\_\_\_\_

8c. What year did you become an associate professor? \_\_\_\_\_

9. Please indicate your level of agreement with the following statements regarding your experience with the tenure or promotion process in your primary unit or department.

*Choose one number on a scale of 1 (Agree Strongly) to 4 (Disagree Strongly). Choose NA if the statement does not apply to you.*

- a. I understand/understood the criteria for achieving tenure/promotion.
- b. I receive/d feedback on my progress toward tenure/promotion.
- c. I feel/felt supported in my advancement to tenure/promotion.
- d. I receive/d reduced responsibilities so that I could build my research program.
- e. I am/was told about assistance available to pre-tenure/promotion faculty (e.g., workshops, mentoring).
- f. My senior advisor/mentor committee is/was very helpful to me in working toward tenure/promotion.
- g. I feel there is/was a strong fit between the way I do/did research, teaching, and service, and the way it is/was evaluated for tenure.
- h. I am/was satisfied with the tenure/promotional process overall.

10. Have you ever extended or reset your tenure clock at UTC?

- a. Yes
  - b. No → *Go to question 12*
  - c. Not applicable → *Go to question 13*
- ↓

11. For each time you have extended or reset your tenure clock, please list the reason you extended/reset the clock, the extent to which you feel your primary department/unit was supportive, and the reduced responsibilities you received.

What was the main reason for extending/resetting your tenure clock?

a. First Time: \_\_\_\_\_  
\_\_\_\_\_

b. Second Time: \_\_\_\_\_  
\_\_\_\_\_

How supportive was your department/unit?

*Please circle one number on a scale of 1 to 4.*

c. First Time:

Extremely Supportive	Generally Supportive	Generally Unsupportive	Extremely Unsupportive
1	2	3	4

d. Second Time:

Extremely Supportive	Generally Supportive	Generally Unsupportive	Extremely Unsupportive
1	2	3	4

What reduced responsibilities were you granted, if any?

e. First Time: \_\_\_\_\_  
\_\_\_\_\_

f. Second Time: \_\_\_\_\_  
\_\_\_\_\_

12a. Did you choose NOT to extend/reset the tenure clock even though you may have wanted to?

a. Yes                       b. No → *Go to question 13*

↓  
12b. Please explain: \_\_\_\_\_

**Professional Activities**

We are interested in a number of dimensions of the work environment for faculty at UTC including your feelings about your work allocation, resources you have for research, service responsibilities, and your interaction with colleagues.

13a. What proportion of your work time do you currently spend on the following activities, and what proportion of your work time would you prefer to spend on these activities? The total should equal 100% even if your appointment is not 100% time.

	% of time currently spend	% of time would prefer to spend
a. Research	_____ %	_____ %
b. Teaching	_____ %	_____ %
c. Advising students	_____ %	_____ %
d. Service (at UTC)	_____ %	_____ %
e. Administrative	_____ %	_____ %
f. Clinical	_____ %	_____ %
g. Mentoring	_____ %	_____ %
h. Answering email/mail	_____ %	_____ %
i. Outreach (community service)	_____ %	_____ %
j. Professional service	_____ %	_____ %
k. Thesis/Diss. advisement/direction	_____ %	_____ %
j. Other _____	_____ %	_____ %
TOTAL	100 %	100 %

13b. Please estimate the total number of hours you work per week during a typical week during the academic year: \_\_\_\_\_ hours per week.

14. How much do you agree or disagree with the following statements about the resources available to you?

*Choose one number on a scale of 1 (Agree Strongly) to 4 (Disagree Strongly). Choose NA if the statement does not apply to you.*

- a. I have the equipment and supplies I need to adequately conduct my research.
- b. I receive regular maintenance/upgrades of my equipment.
- c. I am treated fairly with respect to departmental travel funds.
- d. I have sufficient office space.
- e. I have sufficient laboratory space.
- f. I have sufficient space for housing research animals.
- g. I receive enough internal funding to conduct my research.
- h. I receive the amount of technical/computer support I need.
- i. I have enough office staff support.
- j. I have colleagues on campus who do similar research.
- k. I have colleagues or peers who give me career advice or guidance when I need it.
- l. I have sufficient teaching support (including T.A.s/G.A.s).
- m. I have sufficient clinical support.

- n. I have sufficient support for Blackboard applications.
- o. I have sufficient Institutional Review Board/Human Subjects Research training.

15. Do you currently collaborate, or have you collaborated in the past, on research with colleagues...

In your primary department?

- a. Currently collaborate?  Yes  No
  - b. Collaborated in the past?  Yes  No
  - c. Felt satisfied with collaboration?  Yes  No
- Outside your department, but on the UTC campus?
- d. Currently collaborate?  Yes  No
  - e. Collaborated in the past?  Yes  No
  - f. Felt satisfied with collaboration?  Yes  No

Off the UTC campus?

- g. Currently collaborate?  Yes  No
- h. Collaborated in the past?  Yes  No
- i. Felt satisfied with collaboration?  Yes  No

16. Please indicate whether you have ever served on, or chaired, any of the following committees in your department. *Choose NA if there is not such committee in your department.*

Tenure/Promotion

- a. Have you ever served on this committee?  Yes  No
- b. Have you ever chaired this committee?  Yes  No
- c.  NA

Faculty Search

- d. Have you ever served on this committee?  Yes  No
- e. Have you ever chaired this committee?  Yes  No
- f.  NA

Program/Curriculum (undergraduate)

- g. Have you ever served on this committee?  Yes  No
- h. Have you ever chaired this committee?  Yes  No
- i.  NA

Graduate Admissions/Program (graduate)

- j. Have you ever served on this committee?  Yes  No
- k. Have you ever chaired this committee?  Yes  No
- l.  NA

Diversity Committees

- m. Have you ever served on this committee?  Yes  No
- n. Have you ever chaired this committee?  Yes  No
- o.  NA

17. Please indicate whether you currently hold, or have held, any of the following positions on the UTC campus:

Department Head/Assistant or Associate Department Head

a. Currently hold  Yes  No                      b. Held in the past  Yes  No

Principal investigator on a research grant

c. Currently hold  Yes  No                      d. Held in the past  Yes  No

e. Other, please explain: \_\_\_\_\_

f. Currently hold  Yes  No                      g. Held in the past  Yes  No

18. Have you held any of the following leadership positions outside UTC?

a. President or high-level leadership position in a professional association or organization?

Yes                       No

b. President or high-level leadership position in a service organization (including community service)?

Yes                       No

c. Chair of a major committee in a professional organization or association?

Yes                       No

d. Editor of a journal?

Yes                       No

e. Member of a national commission or panel?

Yes                       No

***If you have an appointment in more than one department or unit, please answer questions 19 and 20 using the department or unit that you consider to be your primary department or unit.***

19. How much do you agree or disagree with the following statements about your interactions with colleagues and others in your primary department/unit?

*Choose one number on a scale of 1 (Agree strongly) to 5 (Disagree Strongly) for each statement (3 = Neither Agree Nor Disagree).*

- a. I am treated with respect by colleagues.
- b. I am treated with respect by students.
- c. I am treated with respect by staff.
- d. I am treated with respect by my department head.
- e. I feel excluded from an informal network in my department.
- f. I encounter unwritten rules concerning how one is expected to interact with colleagues.
- g. Colleagues in my department solicit my opinion about work-related matters such as teaching, research, and service.
- h. In my department, I feel that my research is considered mainstream.
- i. I feel that my colleagues value my research.
- j. I do a great deal of work that is not formally recognized by my department.
- k. I can express my opinion without fear of repercussion.

- l. I feel isolated in my department.
- m. I feel isolated on the UTC campus overall.

20. How much do you agree or disagree with the following statements about your participation in the decision-making process in your department/unit?

*Choose one number on a scale of 1 (Agree strongly) to 5 (Disagree Strongly) for each statement (3 = Neither Agree Nor Disagree).*

- a. I feel like a full and equal participant in problem-solving and decision-making.
- b. I have a voice in how resources are allocated.
- c. I have a voice in decisions that affect the entire university.
- d. Meetings allow for all participants to share their views.
- e. Committee assignments are rotated fairly to allow for participation of all faculty.
- f. My department head involves me in decision-making.
- g. I feel there is sufficient information about campus programs and activities available to everyone.
- h. I feel there is sufficient information about campus programs and activities available to the general public and Chattanooga community.
- i. I feel information about policies and procedures governing the campus is readily accessible and adequately provided.
- j. Overall, I feel UTC has relatively open communication channels.
- k. Overall, I feel UTC has relatively transparent decision-making processes.

***Satisfaction with UTC***

We would like to know how you feel about UTC in general.

21. How satisfied are you, in general, with your job at UTC? *Please circle one number on a scale of 1 to 4.*

Very Satisfied	Somewhat Satisfied	Somewhat Dissatisfied	Very Dissatisfied
1	2	3	4

22. How satisfied are you, in general, with the way your career has progressed at UTC?

Very Satisfied	Somewhat Satisfied	Somewhat Dissatisfied	Very Dissatisfied
1	2	3	4

23. What factors contribute most to your satisfaction at UTC? \_\_\_\_\_

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24. What factors detract most from your satisfaction at UTC? \_\_\_\_\_

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24a. How would you characterize your workload at UTC?

Too heavy                      About right                      Sometimes insufficient                      Inadequate  
1    2    3    4

25. Have you ever considered leaving UTC?

- a. Yes                       b. No → *Go to question 30*



26. How seriously have you considered leaving UTC? *Please circle one on a scale of 1 to 4.*

Not very seriously      Somewhat seriously      Quite seriously      Very seriously  
1    2    3    4

27. What factors contributed to your consideration to leave UTC? \_\_\_\_\_

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### ***Compensation at UTC***

How much do you agree or disagree with the following statements about compensation at UTC?

*Choose one number on a scale of 1 (Agree strongly) to 5 (Disagree Strongly) for each statement (3 = Neither Agree Nor Disagree).*

28. I feel I am fairly compensated in terms of pay at UTC.

29. I feel the university has been sufficiently open in communication about pay related issues at UTC.

30. I feel I have sufficient information about pay equity here at UTC.

31. I feel UTC is doing all it can to improve pay equity.

### ***UTC Programs and Resources***

UTC has implemented programs designed to improve the working environments of faculty on the UTC campus. In the questions below, please help evaluate some of these campus-wide initiatives.

32. For each program available on the UTC campus, please rate your perception of the value of the program and indicate whether you have used or been involved in the program

- 1) How valuable is each program? *Please rate on a scale of 1 (Very Valuable) to 4 (Not at all Valuable) or choose 0 (Never Heard of Program).*

**\*\* Need applicable UTC programs, if any. If none, delete this question set.**

- 2). Have you ever used this program?

- |   |                              |                             |
|---|------------------------------|-----------------------------|
| a. Suspension of tenure clock             | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| b. Child Development Center               | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| c. Split Appointments                     | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| d. Family Leave                           | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| e. Faculty Workshops                      | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| f. Affirmative Action Office              | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| g. Sexual Harassment Information Sessions | <input type="checkbox"/> Yes | <input type="checkbox"/> No |

***Sexual Harassment***

The University of Tennessee at Chattanooga defines sexual harassment as “*unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct or a sexual nature constitute sexual harassment when submission to such conduct is made either explicitly or implicitly a term or condition of an individual’s employment or academic standing; submission to or rejection of such conduct by an individual is used as a basis for employment or academic decisions affecting the individual; or such conduct has the purpose or effect of interfering with an individual’s work performance or creating an intimidating, hostile, or offensive work-learning environment.*”

33. Using this definition, within the last five years, how often, if at all, have you experienced sexual harassment on the UTC campus? *Check one response.*

- Never       1 to 2 times       3 to 5 times       More than 5 times

34. Please indicate your level of agreement with the following statements about sexual harassment at UTC.

*Choose one number on a scale of 1 (Agree Strongly) to 4 (Disagree Strongly) or choose DK (Don’t Know).*

- a. Sexual harassment is taken seriously on campus.
- b. Sexual harassment is a big problem on campus.
- c. I know the steps to take is a person comes to me with a problem with sexual harassment.
- d. The process for resolving complaints about sexual harassment at UTC is effective.

***Balancing Personal and Professional Life***

We would like to know to what extent faculty at UTC are able to balance their professional and personal lives.

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

*Choose one number on a scale of 1 (Agree Strongly) to 4 (Disagree Strongly). Choose NA if the statement does not apply to you.*

- a. I am usually satisfied with the way in which I balance my professional and personal life.

- b. I have seriously considered leaving UTC in order to achieve better balance between work and personal life.
- c. I often have to forgo professional activities (e.g., sabbaticals, conferences) because of personal responsibilities.
- d. I often have to forgo personal responsibilities because of professional activities.
- e. Personal responsibilities and commitments have slowed down my career progression.
- f. Professional responsibilities and commitments have negatively affected my personal life.

36. Have you cared for, or do you currently care for, dependent children?

- a. Yes                       b. No → *Go to Question 42*



37. We are interested in how the timing of raising children affects career trajectories. Please indicate whether you had primary residential custody of children in each of the following stages of life during these stages of your career.

	Assistant Professor	Associate Professor	Full Professor
a. Infant (Under 1)	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
b. Pre-School Age (2-5)	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
c. Young School Age (6-12)	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
d. Teenager at Home (13-17)	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
e. College Student	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No

38. Do you currently use, or need, any day care services or programs to care for a dependent child?  a. Yes                       b. No → *Go to Question 42*



39. Which of the following childcare arrangements do you have? *Check all that apply.*

- a. Child Development Center at UTC
- b. Non-university childcare center
- c. Childcare in the provider's home
- d. In-home provider (nanny/babysitter in your home)
- e. Family members (spouse/partner, grandparent, yourself, etc.)
- f. After-school care
- g. Child takes care of self
- h. Other (please specify): \_\_\_\_\_

40. How satisfied are you with your current childcare arrangements? *Circle one number on a scale of 1 to 4.*

Very satisfied	Somewhat satisfied	Somewhat dissatisfied	Very dissatisfied
1	2	3	4

41. To what extent are the following childcare issues a priority for you?

Choose one number on a scale of 1 (High Priority) to 4 (Not at all a Priority).

- a. Availability of campus childcare
- b. Availability of infant/toddler care
- c. Care for school aged children after school or during the summer
- d. Back-up or drop-in care when my usual childcare arrangements does not work
- e. Childcare specifically designed for children with developmental delays or disabilities
- f. Childcare when I am away at conferences and special events held elsewhere
- g. Extended hour childcare when I must work evenings, nights, or weekends
- h. Assistance in covering childcare costs
- i. Assistance with referrals to non-university childcare situations
- j. Other, please specify: \_\_\_\_\_

42. Have you provided care for an aging parent or relative in the past 3 years?

- a. Yes                       b. No → *Go to Question 44*



43. How much time on average do you, or did you, spend caring for an aging parent or relative **per week**? *Check one.*

- a. 5 hours or less a week
- b. 6-10 hours a week
- c. 11-20 hours a week
- d. 21-30 hours a week
- e. More than 30 hours a week

44. With regard to **past or current care** of dependent children, aging parents/relatives, or a disabled spouse/partner, what would you recommend the University do to support faculty and staff?

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### *Spouse/Partner's Career*

45. What is your current marital or cohabitation status?

- a. I am married and I live with my spouse → *Go to Question 46*
- b. I am not married, but live with a domestic partner (opposite or same sex) → *Go to Question 46*
- c. I am married or partnered, but we reside in different locations → *Go to Question 46*
- d. I am single (am not married and am not partnered) → *Go to Question 49*

46. What is your spouse or partner's **current** employment status? What is your partner's **preferred** status? *Check one for each.*

- a. Spouse/partner's current employment status  
 Full-time    Part-time    Not employed    Retired
- b. Spouse/partner's preferred employment status  
 Full-time    Part-time    Not employed    Retired

47a. Does your partner or spouse work at UTC?

- a. Yes    b. No

48b. If yes, who received their job offer first, you or your spouse?

- a. Self    b. Spouse

49. Please indicate how much you agree or disagree with the following statements about your spouse or partner's career.

*Choose one number on a scale of 1 (Strongly Agree) to 4 (Strongly Disagree). Choose NA if the statement does not apply to you.*

- a. My spouse/partner is satisfied with his/her current employment.  
b. My spouse/partner is satisfied with his/her current employment *opportunities*.  
c. I have seriously considered leaving UTC in order to enhance my spouse/partner's career opportunities.  
d. My partner/spouse and I are staying in Chattanooga because of my job.  
e. My spouse/partner and I have seriously considered leaving Chattanooga to enhance both our career opportunities.

50. Please indicate how much you agree or disagree with the following statements regarding your department/unit's support of family obligations. If you have an appointment in more than one department or unit, please answer the following questions using the department or unit that you consider to be your primary department or unit.

*Choose one number on a scale of 1 (Agree Strongly) to 4 (Disagree Strongly). Choose NA if the statement does not apply to you.*

- a. Most faculty in my department are supportive of colleagues who want to balance their family and career lives.  
b. It is difficult for faculty in my department to adjust their work schedules to care for children or other family members.  
c. The department knows the options available for faculty who have a new baby.  
d. The department is supportive of family leave.  
e. Faculty who have children are considered to be less committed to their careers.

### ***Diversity Issues at UTC***

51. With respect to the recruitment of, climate for, and leadership of women faculty, how much would you agree or disagree with the following statements about your primary department/unit?

*Choose one number on a scale of 1 to 5 (1=Agree Strongly, 3=Neither Agree Nor Disagree, 5=Disagree Strongly). Choose DK for "Don't Know".*

- a. There are too few women in my department.
- b. My department has identified ways to recruit women faculty.
- c. My department has actively recruited women faculty.
- d. The climate for women in my department is good.
- e. My department has taken steps to enhance the climate for women.
- f. My department has identified ways to move women into leadership positions (e.g., program coordinators).
- g. My department has too few women faculty in leadership positions.
- h. My department has made an effort to promote women into leadership positions (e.g., program coordinators).

52. With respect to the recruitment of, climate for, and leadership of racial/ethnic minority faculty, how much would you agree or disagree with the following statements about your primary department/unit?

*Choose one number on a scale of 1 to 5 (1=Agree Strongly, 3=Neither Agree Nor Disagree, 5=Disagree Strongly). Choose DK for "Don't Know".*

- a. There are too few racial/ethnic minority faculty in my department.
- b. My department has identified ways to recruit racial /ethnic minority faculty.
- c. My department has actively recruited racial/ethnic minority faculty.
- d. The climate for racial/ethnic minority faculty in my department is good.
- e. My department has identified ways to enhance the climate for racial/ethnic minority faculty.
- f. My department has taken steps to enhance the climate for racial/ethnic minority faculty.
- g. My department has too few racial/ethnic minority faculty in leadership positions.
- h. My department has identified ways to move racial/ethnic minority faculty into leadership positions.
- i. My department has made an effort to promote racial/ethnic minority faculty into leadership positions.

53. Please rate your level of agreement with these statements about diversity at UTC.

*Choose one number on a scale of 1 to 5 (1=Agree Strongly, 3=Neither Agree Nor Disagree, 5=Disagree Strongly). Choose DK for "Don't Know".*

- a. I think that the core curriculum should require courses in multicultural diversity.
- b. Where appropriate, professors address multicultural issues in the classroom.
- c. The institution expects that students of color will succeed and develops strategies to help them do so.
- d. Diversity strengthens communities and the workplace.
- e. Advisors are prepared to work with the students from diverse cultural backgrounds.

- f. The university provides programs to ensure success of differently-abled students.
- g. Diversity on campus improves the quality of education.
- h. Scholars and artists of color are invited to the campus to participate in campus events.
- i. Input is sought from students of color before programs are put into place that affect them.
- j. The institution recognizes eminent leaders and alumni of color by naming buildings, scholarships or lectureships in their honor and by awarding honorary degrees.
- k. The campus environment is free from racial conflict.
- l. Diversity at UTC is one of the reasons why I chose to come here.
- m. Minorities feel comfortable at this university.
- n. UTC has done a good job providing programs and activities that promote multicultural understanding.
- o. Curriculum reform measures have been established to create courses that will expose students to new knowledge about ethnic minorities.
- p. A systematic effort is underway to involve university alumni, faculty and students of color in the recruitment of students of color.
- q. The administration makes a serious effort to develop and implement policies to increase the representation of people of color.
- r. Friendships are more likely to be determined by common interests than by race.
- s. UTC funds visits to campus for students of color interested in transferring.
- t. Hiring practices at the university indicate that racial/ethnic barriers are gradually eroding.

54. Have you ever heard anyone on campus (e.g., faculty member, staff person, student) make insensitive or disparaging remarks about a specific group of people (e.g., women, persons of color, low-income person)?      Yes    No    *If no, skip to 53*

55. In the last year at UTC, how often have you heard a faculty member (i.e., professor, teacher, adjunct, etc.) make insensitive or disparaging remarks about the following groups?

*Choose one number on a scale of 1 to 5 (1=Never, 2=Seldom, 3=Occasionally, 4=Often, 5=Very Often). Choose DK for "Don't Know".*

- a. Women
- b. Men
- c. Racial/ethnic minorities
- d. Gay, lesbian, bisexual or transgender persons
- e. Disabled persons
- f. Non-native English speakers
- g. Persons of particular religious backgrounds
- h. Low-income persons

56. In the last year at UTC, how often have you heard a staff member (i.e., secretary, counselor, cashier, etc.) make insensitive or disparaging remarks about the following groups?

*Choose one number on a scale of 1 to 5 (1=Never, 2=Seldom, 3=Occasionally, 4=Often, 5=Very Often). Choose DK for "Don't Know".*

- a. Women
- b. Men
- c. Racial/ethnic minorities
- d. Gay, lesbian, bisexual or transgender persons
- e. Disabled persons
- f. Non-native English speakers
- g. Persons of particular religious backgrounds
- h. Low-income persons

57. Within the past two years at UTC, how often have you heard a student make insensitive or disparaging remarks about the following groups?

*Choose one number on a scale of 1 to 5 (1=Never, 2=Seldom, 3=Occasionally, 4=Often, 5=Very Often). Choose DK for "Don't Know".*

- a. Women
- b. Men
- c. Racial/ethnic minorities
- d. Gay, lesbian, bisexual or transgender persons
- e. Disabled persons
- f. Non-native English speakers
- g. Persons of particular religious backgrounds
- h. Low-income persons

58. Please rate your level of agreement with these statements about diversity at UTC.

*Choose one number on a scale of 1 to 5 (1=Agree Strongly, 3=Neither Agree Nor Disagree, 5=Disagree Strongly). Choose DK for "Don't Know".*

- a. Senior faculty are assigned as mentors to junior faculty of color.
- b. The institution recognizes and gives credit to faculty and staff of color who, beyond their required duties, serve students of color.
- c. Holdings from the library and bookstore reflect expanding support for a multicultural curriculum.
- d. Materials used in classes at UTC are drawn from a culturally diverse body of literature.
- e. Courses on race, culture, ethnicity, and other issues of diversity are regularly offered.
- f. The student evaluation of teachers should include items on promoting diversity.
- g. This university actively promotes diversity.
- h. Workshops are conducted to train faculty to expand and strengthen their courses to reflect a multicultural perspective.

59. Please indicate the level of importance for each of the following statements.

*Choose one number on a scale of 1 to 5 (1=Extremely Important, 3=Neither Important of Unimportant, 5=Not at all Important). Choose DK for "Don't Know".*

- a. Senior faculty are assigned as mentors to junior faculty of color.

- b. The institution recognizes and gives credit to faculty and staff of color who, beyond their their required duties, serve students of color.
- c. Holdings from the library and bookstore reflect expanding support for a multicultural curriculum.
- d. Materials used in classes at UTC are drawn from a culturally diverse body of literature.
- e. Courses on race, culture, ethnicity, and other issues of diversity are regularly offered.
- f. The student evaluation of teachers should include items on promoting diversity.
- g. This university actively promotes diversity.
- h. Workshops are conducted to train faculty to expand and strengthen their courses to reflect a multicultural perspective.

### ***UTC's Metropolitan University Mission***

UTC's 2007 Strategic Plan states that "The University of Tennessee at Chattanooga is an engaged, metropolitan university committed to excellence in teaching, research, and service, and dedicated to meeting the diverse needs of the region through strategic partnerships and community involvement."

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

*Choose one number on a scale of 1 to 5 (1=Agree Strongly, 3=Neither Agree Nor Disagree, 5=Disagree Strongly). Choose DK for "Don't Know."*

- a. I am familiar with this mission statement.
- b. Overall, I understand what is intended by this mission statement.
- c. I feel this mission statement describes what this university should be.
- d. To accomplish this mission, UTC needs to prioritize teaching.
- e. To accomplish this mission, UTC needs to prioritize research and support for research.
- f. To accomplish this mission, UTC needs to provide structured engagement opportunities for students.
- g. Service Learning is an acceptable approach to providing structured engagement opportunities for students.
- h. To accomplish this mission, UTC needs to reward community service in the promotion and tenure process for faculty and administrators.
- i. This mission is consistent with the wave of the future in higher education.

### ***Personal Demographics***

As always, response to the following questions will be kept confidential. Information from this survey will be presented in aggregate form so that individual respondents cannot be identified.

61. What is your gender?                       a. Male                       b. Female

62. What is your race/ethnicity? *Check the group with which you most closely identify.*

- a. Southeast Asian
- b. Other Asian/Pacific Islander
- c. Black/African American, not of Hispanic origin
- d. Hispanic
- e. Native American (American Indian or Alaskan Native)
- f. White, not of Hispanic origin
- g. Other, please explain: \_\_\_\_\_

63. Are you a U.S. citizen?       a. Yes       b. No

64. What degrees have you received? *Check all that apply.*

- a. Ph.D.
- b. M.D.
- c. Ed.D.
- d. J.D.
- e. M.A./M.S.
- f. Other, please list: \_\_\_\_\_

65. Year earned highest degree: \_\_\_\_\_

66. As a general measure of socioeconomic status, for parents with whom you lived for most of your childhood, what is/as their highest level of education? (Choose NA if that parent was not resident in your childhood.) *Check NA if not applicable.*

a. Raised by mother and father, mother's education:

- |                          |                          |                          |                          |                          |                          |                          |
|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| Less than high school    | Some high school         | High school diploma      | Some College             | College degree           | Advanced degree          | NA                       |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

b. Raised by mother and father, father's education:

- |                          |                          |                          |                          |                          |                          |                          |
|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| Less than high school    | Some high school         | High school diploma      | Some College             | College degree           | Advanced degree          | NA                       |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

67. Are you a first-generation college-graduate?       a. Yes       b. No

***THANK YOU for your time!***