

**MARKING DIRECTIONS**

Your responses will be read by an optical mark reader. Please,

- Use a pencil or black or blue pen.
- Fill the oval completely.
- Erase cleanly any marks you wish to change or "X" out mark if in pen.

**CORRECT MARK**    **INCORRECT MARKS**

1. What is your principal activity in your current position at this institution? (Mark one)

- Administration
- Teaching
- Research
- Services to clients and patients
- Other

2. Are you considered a full-time employee of your institution for at least nine months of the current academic year? (Mark one)

- Yes     No

3. Your sex:     Male     Female

4. What is your present academic rank?

- Professor
- Associate Professor
- Assistant Professor
- Lecturer
- Instructor
- Other

5. What is your administrative title?

- Not applicable
- Director, coordinator, or administrator of an institute, center, lab, or specially-funded program
- Department Chair
- Dean
- Associate or Assistant Dean
- Vice-President, Provost, Vice-Chancellor
- President, Chancellor
- Other

6. Are you currently: (Mark one)

- Married
- Unmarried, living with partner
- Single

7. Have you ever been: (Mark all that apply)

- Divorced     Widowed     Separated

8. If you were to begin your career again, would you still want to be a college professor?

- Definitely yes
- Probably yes
- Not sure
- Probably no
- Definitely no

9. Racial/Ethnic group: (Mark all that apply)

- White/Caucasian
- African American/Black
- American Indian
- Asian American/Asian
- Mexican American/Chicano
- Puerto Rican American
- Other Latino
- Other

10. How many children do you have in the following age ranges?

- 0 - 4 years old     0  1  2  3  4+
- 5 - 12 years old     0  1  2  3  4+
- 13 - 17 years old     0  1  2  3  4+
- 18 - 23 years old     0  1  2  3  4+
- 24 years old or older     0  1  2  3  4+

11. Do your interests lie primarily in teaching or research?

- Very heavily in research
- In both, but leaning toward research
- In both, but leaning toward teaching
- Very heavily in teaching

12. On the following list, please mark one in each column:

- |   |                          |                                |
|---|--------------------------|--------------------------------|
|   | Highest Degree<br>Earned | Degree Currently<br>Working On |
| Bachelor's (B.A., B.S., etc.)                                   | <input type="radio"/>    | <input type="radio"/>          |
| Master's (M.A., M.S., etc.)                                     | <input type="radio"/>    | <input type="radio"/>          |
| LL.B., J.D.   | <input type="radio"/>    | <input type="radio"/>          |
| M.D., D.D.S. (or equivalent)                                    | <input type="radio"/>    | <input type="radio"/>          |
| Other first professional degree beyond B.A. (e.g. D.D., D.V.M.) | <input type="radio"/>    | <input type="radio"/>          |
| Ed.D.   | <input type="radio"/>    | <input type="radio"/>          |
| Ph.D.   | <input type="radio"/>    | <input type="radio"/>          |
| Other degree  | <input type="radio"/>    | <input type="radio"/>          |
| None  | <input type="radio"/>    | <input type="radio"/>          |

13. During the past two years, have you engaged in any of the following activities?

- (Mark one for each item)
- |  |                           |                           |
|--|---------------------------|---------------------------|
|  | Yes                       | No                        |
| Taught an honors course                                      | <input type="radio"/> (Y) | <input type="radio"/> (N) |
| Taught an interdisciplinary course                           | <input type="radio"/> (Y) | <input type="radio"/> (N) |
| Taught an ethnic studies course                              | <input type="radio"/> (Y) | <input type="radio"/> (N) |
| Taught a women's studies course                              | <input type="radio"/> (Y) | <input type="radio"/> (N) |
| Team-taught a course   | <input type="radio"/> (Y) | <input type="radio"/> (N) |
| Taught a service learning course                             | <input type="radio"/> (Y) | <input type="radio"/> (N) |
| Worked with undergraduates on a research project             | <input type="radio"/> (Y) | <input type="radio"/> (N) |
| Used intra- or extramural funds for research                 | <input type="radio"/> (Y) | <input type="radio"/> (N) |
| Participated in a teaching enhancement workshop              | <input type="radio"/> (Y) | <input type="radio"/> (N) |
| Placed or collected assignments for a course on the Internet | <input type="radio"/> (Y) | <input type="radio"/> (N) |
| Taught a course exclusively through the Internet             | <input type="radio"/> (Y) | <input type="radio"/> (N) |

14. In the two sets of ovals shown below, please mark the most appropriate code from the fields listed on the back of the accompanying letter. (Please see example on back of accompanying letter)

Major of highest degree held

- 0
- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9

Department of current faculty appointment

- 0
- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9

15. In the set of ovals to the right, please mark the dollar value of your base institutional salary, rounded to the nearest \$1,000. (Note: Amounts above \$199,000 should be marked "199")

- 0
- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9

The above salary is based on:

- 9/10 months
- 11/12 months

16. In the four sets of ovals below, please mark the last two digits of the year of each of the following:

Year of birth

- 0
- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9

Year of highest degree now held

- 0
- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9

Year of appointment at present institution

- 0
- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9

Year tenure was awarded

- 0
- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9

Are you tenured?  
 Yes  
 No

**NOTE: If you are between terms, on leave, or in an interim term, please answer questions 17 and 18 as they apply to the full term most recently completed at this institution.**

**17. During the present term, how many hours per week on the average do you actually spend on each of the following activities?**

(Mark one for each activity)

Scheduled teaching (give actual not credit hours)

Preparing for teaching (including reading student papers and grading)

Advising and counseling of students

Committee work and meetings

Other administration

Research and scholarly writing

Other creative products/performances

Consultation with clients/patients

Community or public service

Outside consulting/freelance work

Household/childcare duties

	Hours Per Week									
	None	1-4	5-8	9-12	13-16	17-20	21-24	25-34	35-44	45+
Scheduled teaching (give actual not credit hours)	<input type="radio"/>									
Preparing for teaching (including reading student papers and grading)	<input type="radio"/>									
Advising and counseling of students	<input type="radio"/>									
Committee work and meetings	<input type="radio"/>									
Other administration	<input type="radio"/>									
Research and scholarly writing	<input type="radio"/>									
Other creative products/performances	<input type="radio"/>									
Consultation with clients/patients	<input type="radio"/>									
Community or public service	<input type="radio"/>									
Outside consulting/freelance work	<input type="radio"/>									
Household/childcare duties	<input type="radio"/>									

**18. How many of the following courses are you teaching this term?**

(Mark one for each activity)

General education courses

0  1  2  3  4  5+

Other BA or BS undergraduate credit courses

0  1  2  3  4  5+

Non-BA credit courses (developmental/remedial)

0  1  2  3  4  5+

Graduate courses

0  1  2  3  4  5+

**19. Indicate the importance to you of each of the following education goals for undergraduate students:**

(Mark one for each item)

Develop ability to think clearly

	Essential	Very important	Somewhat important	Not important
Develop ability to think clearly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Prepare students for employment after college	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Prepare students for graduate or advanced education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Develop moral character	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provide for students' emotional development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Prepare students for family living	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teach students the classic works of Western civilization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Help students develop personal values	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Enhance the out-of-class experience of students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Enhance students' self-understanding	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Instill in students a commitment to community service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Prepare students for responsible citizenship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Enhance students' knowledge of and appreciation for other racial/ethnic groups	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Study a foreign language	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**20. How influential were the following people in your decision to pursue an academic career?**

(Mark one for each item)

Father

	Very influential	Somewhat influential	Not influential
Father	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mother	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other relatives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Undergraduate faculty or advisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Graduate faculty or advisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**For questions 21-23, mark only one response for each question.**

**21. How many of the following have you published?**

Articles in academic or professional journals

Chapters in edited volumes

Books, manuals, or monographs

	None	1-2	3-4	5-10	11-20	21-50	51+
Articles in academic or professional journals	<input type="radio"/>						
Chapters in edited volumes	<input type="radio"/>						
Books, manuals, or monographs	<input type="radio"/>						

**22. How many exhibitions or performances in the fine or applied arts have you presented?**

**23. How many of your professional writings have been published or accepted for publication in the last two years?**

**24. For each of the following items, please mark either Yes or No:**

	Yes	No
Have you ever held an academic administrative post?	<input type="radio"/> Y <input type="radio"/> N	<input type="radio"/> Y <input type="radio"/> N
Have you ever received an award for outstanding teaching?	<input type="radio"/> Y <input type="radio"/> N	<input type="radio"/> Y <input type="radio"/> N
Do you commute a long distance to work?	<input type="radio"/> Y <input type="radio"/> N	<input type="radio"/> Y <input type="radio"/> N
Has any of your research or writing focused on women?	<input type="radio"/> Y <input type="radio"/> N	<input type="radio"/> Y <input type="radio"/> N
Does your spouse/partner work in the same city?	<input type="radio"/> Y <input type="radio"/> N	<input type="radio"/> Y <input type="radio"/> N
Is your spouse/partner an academic?	<input type="radio"/> Y <input type="radio"/> N	<input type="radio"/> Y <input type="radio"/> N
Has any of your research or writing focused on racial or ethnic minorities?	<input type="radio"/> Y <input type="radio"/> N	<input type="radio"/> Y <input type="radio"/> N
Were you born in the USA?	<input type="radio"/> Y <input type="radio"/> N	<input type="radio"/> Y <input type="radio"/> N
Are you a U S citizen?	<input type="radio"/> Y <input type="radio"/> N	<input type="radio"/> Y <input type="radio"/> N
Have you ever interrupted your professional career for more than one year for family reasons?	<input type="radio"/> Y <input type="radio"/> N	<input type="radio"/> Y <input type="radio"/> N
Have you been sexually harassed at this institution?	<input type="radio"/> Y <input type="radio"/> N	<input type="radio"/> Y <input type="radio"/> N
Do you plan on working beyond age 70?	<input type="radio"/> Y <input type="radio"/> N	<input type="radio"/> Y <input type="radio"/> N
Are you a member of a faculty union?	<input type="radio"/> Y <input type="radio"/> N	<input type="radio"/> Y <input type="radio"/> N
Is (or was) your father an academic?	<input type="radio"/> Y <input type="radio"/> N	<input type="radio"/> Y <input type="radio"/> N
Is (or was) your mother an academic?	<input type="radio"/> Y <input type="radio"/> N	<input type="radio"/> Y <input type="radio"/> N

**During the Last Two Years, Have You:**

Received at least one firm job offer?	<input type="radio"/> Y <input type="radio"/> N
Developed a new course?	<input type="radio"/> Y <input type="radio"/> N
Considered early retirement?	<input type="radio"/> Y <input type="radio"/> N
Considered leaving academe for another job?	<input type="radio"/> Y <input type="radio"/> N
Taught courses at more than one institution during the same term?	<input type="radio"/> Y <input type="radio"/> N
Served as a paid consultant?	<input type="radio"/> Y <input type="radio"/> N
Requested/sought an early promotion?	<input type="radio"/> Y <input type="radio"/> N

**25. How important were each of the following in your decision to work at this college or university?**

(Mark one for each item)

Institutional emphasis on teaching

Institutional emphasis on research

Prestige of institution

Prestige of department

Salary/benefits

Research facilities

Academic rank offered

Colleagues

Geographic location

Job opportunities for spouse

Other personal/family considerations

	Very important	Somewhat important	Not important	A Deterrent
Institutional emphasis on teaching	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Institutional emphasis on research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Prestige of institution	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Prestige of department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Salary/benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Research facilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Academic rank offered	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Geographic location	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Job opportunities for spouse	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other personal/family considerations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**26. Indicate how important you believe each priority listed below is at your college or university:**

(Mark one for each activity)

	Highest Priority	High Priority	Medium Priority	Low Priority
To promote the intellectual development of students	4	3	2	1
To help students examine and understand their personal values	4	3	2	1
To develop a sense of community among students and faculty	4	3	2	1
To develop leadership ability among students	4	3	2	1
To facilitate student involvement in community service	4	3	2	1
To help students learn how to bring about change in American society	4	3	2	1
To increase or maintain institutional prestige	4	3	2	1
To hire faculty "stars"	4	3	2	1
To recruit more minority students	4	3	2	1
To enhance the institution's national image	4	3	2	1
To create a diverse multi-cultural campus environment	4	3	2	1
To promote the religious/spiritual development of students	4	3	2	1
To mentor new faculty	4	3	2	1

**27. Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:**

(Mark one for each item)

	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly
Faculty are interested in students' personal problems	4	3	2	1
Racial and ethnic diversity should be more strongly reflected in the curriculum	4	3	2	1
Faculty feel that most students are well-prepared academically	4	3	2	1
This institution should hire more faculty of color	4	3	2	1
Student Affairs staff have the support and respect of faculty	4	3	2	1
Faculty are committed to the welfare of this institution	4	3	2	1
Faculty here are strongly interested in the academic problems of undergraduates	4	3	2	1
There is a lot of campus racial conflict here	4	3	2	1
Many courses include feminist perspectives	4	3	2	1
Faculty of color are treated fairly here	4	3	2	1
Women faculty are treated fairly here	4	3	2	1
Many courses involve students in community service	4	3	2	1
This institution should hire more women faculty	4	3	2	1
Most students are strongly committed to community service	4	3	2	1
Gay and lesbian faculty are treated fairly here	4	3	2	1
My research is valued by faculty in my department	4	3	2	1
My teaching is valued by faculty in my department	4	3	2	1

**28. During the past two years, how involved have you been in efforts to reform the following at your institution?**

(Mark one for each item)

	Very Involved	Minimally Involved	Not Involved
Overall mission purpose	V	M	N
General education	V	M	N
Faculty roles/rewards	V	M	N
Governance	V	M	N
Curriculum	V	M	N

**29. How important are each of the following in your decision to pursue an academic career?**

(Mark one for each item)

	Very Important	Somewhat Important	Not Important
Autonomy	V	S	N
Flexible schedule	V	S	N
Intellectual challenge	V	S	N
Intellectual freedom	V	S	N
Freedom to pursue my scholarly/teaching interests	V	S	N
Opportunities for teaching	V	S	N
Opportunities for research	V	S	N
Occupational prestige/professional status	V	S	N
Opportunity to influence social change	V	S	N

**30. Please indicate the extent to which each of the following has been a source of stress for you during the last two years:**

(Mark one for each item)

	Extensive	Somewhat	Not At All
Managing household responsibilities	E	S	N
Child care	E	S	N
Care of elderly parent	E	S	N
My physical health	E	S	N
Review/promotion process	E	S	N
Subtle discrimination (e.g. prejudice, racism, sexism)	E	S	N
Personal finances	E	S	N
Committee work	E	S	N
Faculty meetings	E	S	N
Colleagues	E	S	N
Students	E	S	N
Research or publishing demands	E	S	N
Institutional procedures and "red tape"	E	S	N
Teaching load	E	S	N
Children's problems	E	S	N
Marital friction	E	S	N
Time pressures	E	S	N
Lack of personal time	E	S	N
Keeping up with information technology	E	S	N

**31. How satisfied are you with the following aspects of your job?**

(Mark one for each item)

	Very Satisfied	Satisfied	Marginally Satisfied	Not Satisfied	Not Applicable
Salary and fringe benefits	V	S	M	N	0
Opportunity for scholarly pursuits	V	S	M	N	0
Teaching load	V	S	M	N	0
Quality of students	V	S	M	N	0
Office/lab space	V	S	M	N	0
Autonomy and independence	V	S	M	N	0
Professional relationships with other faculty	V	S	M	N	0
Social relationships with other faculty	V	S	M	N	0
Competency of colleagues	V	S	M	N	0
Visibility for jobs at other institutions/organizations	V	S	M	N	0
Job security	V	S	M	N	0
Relationships with administration	V	S	M	N	0
Overall job satisfaction	V	S	M	N	0
Opportunity to develop new ideas	V	S	M	N	0
Availability of child care at this institution	V	S	M	N	0



## ADDITIONAL SUNY DEVELOPED QUESTIONS

**General Instructions:** SUNY Administration and the campuses developed the following questions. Use questions numbered 38 to 57 on page 4 of the HERI survey to record your answers. If a question is not relevant to your position and there isn't an appropriate response, simply skip the item. For example, question 38 asks about the academic preparedness of freshmen. If you do not teach freshmen, please skip this question.

- 38. Since I have been at this institution, freshman academic preparedness has:**
- A. Improved significantly
  - B. Improved somewhat
  - C. Neither improved or declined
  - D. Declined somewhat
  - E. Declined significantly
- 39. Which of the following statements best reflects your view regarding the appropriate role of distance learning at your institution?**
- A. Complete programs should be offered in most disciplines.
  - B. Complete programs should be offered in a few disciplines.
  - C. Should be used mainly to augment existing programs.
  - D. Should have no significant role at my campus.
  - E. No opinion
- 40. Since I have been at this institution, the frequency of faculty input when developing academic policy has:**
- A. Increased significantly
  - B. Increased somewhat
  - C. Neither improved or declined
  - D. Decreased somewhat
  - E. Decreased significantly
- 41. Since I have been at this institution, the overall educational quality has:**
- A. Improved significantly
  - B. Improved somewhat
  - C. Neither improved or declined
  - D. Declined somewhat
  - E. Declined significantly

42. **Since I have been at this institution, the number of A's and B's received by students for comparable work has:**
- A. Increased significantly
  - B. Increased somewhat
  - C. Neither increased or decreased
  - D. Decreased somewhat
  - E. Decreased significantly
43. **To what extent do you feel informed regarding the SUNY General Education Requirements?**
- A. Extremely informed
  - B. Moderately informed
  - C. Minimally informed
  - D. Not at all informed
44. **To what extent do you agree or disagree that the SUNY General Education Requirements will result in better-educated students?**
- A. Agree strongly
  - B. Agree somewhat
  - C. Neither agree nor disagree
  - D. Disagree somewhat
  - E. Disagree strongly
45. **To what extent do you feel informed regarding the SUNY-wide Assessment Initiative (the initiative to assess student learning outcomes in General Education and the Major)?**
- A. Extremely informed
  - B. Moderately informed
  - C. Minimally informed
  - D. Not at all informed
46. **To what extent do you agree or disagree that assessment of student learning outcomes by faculty is an effective strategy for improving curricula?**
- A. Agree strongly
  - B. Agree somewhat
  - C. Neither agree or disagree
  - D. Disagree somewhat
  - E. Disagree strongly

**47. To what extent have you incorporated student-learning outcomes in course preparation and assessment?**

- A. To a significant extent
- B. To a moderate extent
- C. To a minimal extent
- D. Not at all

**48. To what extent do you agree or disagree that transfer students from SUNY community colleges are prepared for upper-division courses.**

- A. Agree strongly
- B. Agree somewhat
- C. Neither agree nor disagree
- D. Disagree somewhat
- E. Disagree strongly

**49. Which of the following resources would be the most important in your research and/or scholarly activities?**

- A. A database profiling the research interests and activities of SUNY's faculty
- B. An inventory of specialized facilities at SUNY campuses
- C. An inventory of specialized equipment at SUNY campuses
- D. All of the above
- E. None of the above

**Questions 50 – 57 refer to policies and procedures at UB specifically.**

**50. Consistent policies exist at UB for the allocation of assets to schools/colleges or units.**

- A. Strongly agree
- B. Agree
- C. Disagree
- D. Strongly Disagree
- E. Don't know University policies

**51. The available institutional resources have allowed you to achieve your research objectives.**

- A. Strongly agree
- B. Agree
- C. Disagree
- D. Strongly disagree

**52. How important is the teaching of basic skills to the UB's mission?**

- A. Very important
- B. Somewhat important
- C. Somewhat unimportant
- D. Not important

**53. Teaching effectiveness is required for professional advancement at UB.**

- A. Strongly agree
- B. Agree
- C. Disagree
- D. Strongly disagree

**54. My department encourages the integration of faculty research into curricula.**

- A. Strongly agree
- B. Agree
- C. Disagree
- D. Strongly disagree

**55. My department supports faculty mentoring to assist junior faculty in their professional development.**

- A. Strongly agree
- B. Agree
- C. Disagree
- D. Strongly disagree

**56. It is important for undergraduate students to participate in faculty research.**

- A. Strongly agree
- B. Agree
- C. Disagree
- D. Strongly disagree

**57. The available institutional resources have allowed you to achieve your teaching objectives.**

- A. Strongly agree
- B. Agree
- C. Disagree
- D. Strongly disagree