

## Faculty Survey

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### Part I: Demographic Information

#### Which category best describes your employment status?

- Tenured full professor
- Tenured associate professor
- tenure track assistant professor
- non-tenured track full time
- tenured track part time
- other

Name of the program: \_\_\_\_\_

#### How do you identify yourself?

- African American/Black
- Asian/Asian American
- Hispanic/Latino
- Native American/American Indian/Alaska Native
- White/Caucasian
- I prefer not to state
- Other...

#### Are you:

- U.S. Citizen
- U.S. Permanent Resident
- Other...

#### Where were you born?

- The United States
- Puerto Rico;
- A United States Territory
- Another Country...

#### What is your current religious preference?

- Atheist or agnostic
- Buddhist
- Christian
- Eastern Orthodox
- Christian: Roman Catholic
- Christian: Protestant (various denominations)
- Christian: LDS/Mormon
- Christian: Other
- Hindu
- Jewish
- Muslim

- I consider myself to be a spiritual person, but I do not have a religious preference
- None
- I prefer not to state
- Other...

**What is your sex or gender identity?**

- Male
- Female
- Transgender
- Intersex
- Gender Queer
- I prefer not to state
- Other...

**What is your sexual orientation?**

- Straight/Heterosexual
- Bisexual
- Gay/Lesbian
- Pansexual
- Queer
- I prefer not to state
- Other...

**Do you have a permanent disability?**

- No
- Yes

**Part II: Perceptions**

**On a scale of 1 – 5 (1 = Strongly Disagree and 5 being Strongly Agree), please rate your responses to these statements.**

1. The student body is sufficiently diverse in terms of students pursuing nontraditional occupations for their gender

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
(1)	(2)	(3)	(4)	(5)

2. The faculty body is sufficiently diverse in terms of gender representation in nontraditional programs

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
(1)	(2)	(3)	(4)	(5)

3. Staff has sufficient gender representation

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
(1)	(2)	(3)	(4)	(5)

4. The region welcomes and appreciates students pursuing occupations that are nontraditional for their gender.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
(1)	(2)	(3)	(4)	(5)

5. In the past year, have you participated in organized activities (conference, workshop, etc.) designed to promote sensitivity towards students pursuing nontraditional occupations?

- No
- Yes -- and it was/they were very beneficial
- Yes -- and it was/they were somewhat beneficial
- Yes -- and it was/they were not beneficial

6. Faculty members are interested in nontraditional students' personal and academic problems.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
(1)	(2)	(3)	(4)	(5)

7. Most faculty are sensitive to the challenges facing students pursuing nontraditional occupations.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
(1)	(2)	(3)	(4)	(5)

8. Faculty feel most students are well-prepared academically and have high expectations from all students including students in nontraditional fields.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
(1)	(2)	(3)	(4)	(5)

9. Most Faculty members are committed to the welfare of this institution

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
(1)	(2)	(3)	(4)	(5)

10. There is little interaction between nontraditional student groups and campus administrators

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
(1)	(2)	(3)	(4)	(5)

11. I believe that student in nontraditional fields face a lot of unconscious bias.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
(1)	(2)	(3)	(4)	(5)

12. My department emphasizes the importance of diversity in our field.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
(1)	(2)	(3)	(4)	(5)

13. My department expects faculty who are nontraditional for their field to advise most Nontraditional students majoring in, or admitted to our program

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
(1)	(2)	(3)	(4)	(5)

14. My department would benefit from more faculty who are nontraditional

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
(1)	(2)	(3)	(4)	(5)

15. My department actively recruits faculty who are nontraditional.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
(1)	(2)	(3)	(4)	(5)

16. The Department's leadership is genuinely committed to promoting respect for and understanding of nontraditional students.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
(1)	(2)	(3)	(4)	(5)

17. My Department actively recruits students who are pursuing nontraditional fields for their gender.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
(1)	(2)	(3)	(4)	(5)

18. I intentionally provide opportunities in class for nontraditional students to have meaningful interactions.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
(1)	(2)	(3)	(4)	(5)

19. I have assessments in place to ensure that group work encourages meaningful interactions with students who are traditional and nontraditional.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
(1)	(2)	(3)	(4)	(5)

20. The types of assessments I use in my classroom accommodate diverse learning styles.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
(1)	(2)	(3)	(4)	(5)

21. Which of the following is an obstacle to increasing nontraditional recruitment and retention in your area? Check all that applies.

- Scarcity of qualified nontraditional faculty
- Scarcity of qualified nontraditional students
- Insufficient interest in recruiting nontraditional students
- Insufficient interest in retaining nontraditional students

22. How often have you experienced the following at this school?

- Heard insensitive or disparaging comments about nontraditional students by students

Many Times	Rarely	Never
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- Heard insensitive or disparaging comments about nontraditional students by faculty

Many Times	Rarely	Never
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- Heard insensitive or disparaging comments about nontraditional students by school Administrators

Many Times

Rarely

Never

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23. What would improve the campus climate?  
(Open ended)

24. Do you have any other views or issues that you'd like to share with us?  
(Open ended)

*Thank you for your input*

This survey is adapted from UAlbany Climate Survey (2008). We would like to thank University at Albany and Dr. Tamra Minor for their support in this effort.