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## A&S Faculty Retention Survey

Question 1 of 10

This survey was developed by members of the ad hoc Faculty Retention and Recruitment Committee, appointed by Dean Kijinski in the fall of 2005 to foster, consolidate, and increase faculty retention and recruitment efforts at ISU. The committee has already gathered qualitative information from faculty in A&S via an open-ended survey and focus groups. This last survey is meant to gather quantitative data from a larger sample of tenured and tenure-track faculty in Arts and Sciences. We greatly appreciate your input. Our goal is to deliver a set of recommendations to Dean Kijinski in late March 2006.

1. Please identify your college:

- College of Arts & Sciences
- College of Business
- College of Education
- College of Engineering
- College of Health Professions
- College of Pharmacy
- College of Technology

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## A&S Faculty Retention Survey

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2. Gender:

- Male
- Female

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## A&S Faculty Retention Survey

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3. **What is your position?**

- Full Professor
- Associate Professor
- Assistant Professor
- Instructor (Non-tenure track)
- > 50% Administrator (Chair or Dean)
- Clinical Professor
- Research Professor

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4. **Years at ISU**

- 1-3
- 4-6
- 7-9
- 10-15
- More than 15

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## A&S Faculty Retention Survey

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5. **Area/Department in Arts and Sciences:**

- Art and Pre-Architecture, Theatre and Dance, Music
- Anthropology, Economics, Military Sciences, Museum, Political Science, Psychology, Sociology, Social Work, Criminal Justice
- Biological Sciences, Chemistry, Geosciences, Math, Physics
- Mass Communication, Communication and Rhetorical Studies, English and Philosophy, Foreign Languages, History

Please select your answer(s) and click the Next button (or press Enter) to view the next question. Click the Previous button to review the previous question, the Suspend button to suspend the Survey and complete it later or the Exit button to exit the Survey. Once you have exited the Survey, you will not be able to continue the Survey later.

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## A&S Faculty Retention Survey

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6. **The committee collected preliminary information on the factors that influence the current level of satisfaction among faculty in A&S at ISU. To what extent are the following factors important to your current level of satisfaction at ISU? (1= Not at all. 2= A little. 3= Moderately. 4= Substantially. 5= Critical.)**

The quality of my colleagues	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5
The outdoor opportunities near ISU	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5
The location of ISU in Pocatello (western US, small town)	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5
The degree of autonomy/flexibility of my position	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5
Programs and facilities	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5
Perception of ISU as "turning the corner"	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5

Please select your answer(s) and click the Next button (or press Enter) to view the next question. Click the Previous button to review the previous question, the Suspend button to suspend the Survey and complete it later or the Exit button to exit the Survey. Once you have exited the Survey, you will not be able to continue the Survey later.

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## A&S Faculty Retention Survey

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7. **The committee collected preliminary information on the factors that influence the current level of dissatisfaction among faculty in A&S at ISU. To what extent do the following factors influence your current level of dissatisfaction at ISU? (1= Not at all. 2= A little. 3= Moderately. 4= Substantially. 5= Critical.)**

Low salaries	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5
Poor interactions with Administrators (e.g. do not listen to faculty voice)	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5
Unrealistic workloads	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5
Unequal workloads	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5
Lack of experienced administrators (e.g. credentials and degree at hire)	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5
Inadequate support for professional travel	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5
Lack of "university" community (e.g. culture of the mind)	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5
Underprepared undergraduate students	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5
Poor quality of faculty benefits (health insurance, retirement)	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5
Lack of positive connection between ISU and the local/regional community	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5
Poor campus planning and design	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5
Lack of culture of recognition by the administration for faculty achievement	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5
Poor classroom facilities (e.g. inadequate instructional technology)	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5

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## A&S Faculty Retention Survey

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**8. Please rate how important it is to you that Dean Kijinski and the ISU Administration implement recommendations in the following areas.  
(1=Not at all. 2=A little. 3= Moderately. 4=Substantially. 5=Critical.)**

- Provide factual information about the state of ISU in terms of the quality of academic, administrative, and student performance.  1  2  3  4  5
- Nurture a culture of intellectually-engaged and motivated faculty.  1  2  3  4  5
- Nurture a culture of recognition of faculty achievements.  1  2  3  4  5
- Attract more highly-qualified out of state and international students.  1  2  3  4  5
- Enhance the quality of the student body.  1  2  3  4  5
- Open lines of communication between faculty and administrators.  1  2  3  4  5
- Improve efforts to showcase faculty accomplishments outside of ISU.  1  2  3  4  5
- Provide more professional development opportunities to enhance leadership qualities in chairs.  1  2  3  4  5
- Ensure that administrators have the appropriate credentials at time of hire.  1  2  3  4  5
- Provide more professional development and leadership opportunities for faculty.  1  2  3  4  5
- Enhance the infrastructure for teaching and research facilities.  1  2  3  4  5

- Enhance the planning and design of the campus.  1  2  3  4  5
- Promote inter-departmental interactions.  1  2  3  4  5
- Provide meaningful merit-based pay schedules.  1  2  3  4  5
- Enhance quality of faculty benefits (health insurance, retirement funds).  1  2  3  4  5
- Create a flexible, fair, and balanced workload document.  1  2  3  4  5
- Provide clear policies for family or personal leave.  1  2  3  4  5
- Develop a clear strategy to extend spousal benefits to domestic partners.  1  2  3  4  5
- Provide tuition benefits to faculty dependents.  1  2  3  4  5
- Recognize the participation of faculty in community events (not only those related to professional interests).  1  2  3  4  5
- Achieve goal of 100% of the mean of national faculty salaries.  1  2  3  4  5
- Provide greater resources to faculty for professional travel and other professional expenses.  1  2  3  4  5
- Develop infrastructure to coordinate partner accomodation efforts among departments and regional employers.  1  2  3  4  5

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9. Please select up to five recommendation areas to which you would give the highest priority for action.

- Provide Factual information about the state of ISU in terms of the quality of academic, administrative, and student performance.
- Nurture a culture of intellectually-engaged and motivated faculty.
- Nurture a culture of recognition of faculty achievements.
- Attract more highly-qualified out of state and international students.
- Enhance the quality of the student body.
- Open lines of communication between faculty and administrators.
- Improve efforts to showcase ISU faculty accomplishments outside of ISU.
- Provide more professional development and leadership opportunities for faculty.
- Provide more professional development opportunities to enhance leadership qualities in chairs.
- Ensure that administrators have the appropriate credentials at the time of hire.
- Enhance the infrastructure for teaching and research facilities.
- Enhance the planning and design of the campus.

- Promote inter-departmental interactions.
- Provide meaningful merit-based pay schedules.
- Enhance quality of faculty benefits (health insurance, retirement funds).
- Create a flexible, fair, and balanced workload document.
- Provide clear policies for family or personal leave.
- Develop a clear strategy to extend spousal benefits to domestic partners.
- Provide tuition benefits to faculty dependents.
- Recognize the participation of faculty in community events (not only those related to professional interests).
- Achieve goal of 100% of the mean of national faculty salaries.
- Provide greater resources to faculty for professional travel and other professional expenses.
- Develop infrastructure to coordinate partner accommodation efforts among departments and regional employers.

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## A&S Faculty Retention Survey

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10. **Thank you for participating in this survey.**  
**Please provide any other specific recommendations below.**

(Answer can be up to 200 characters. Do not enter semi-colons in text area).

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