

SECTION A: JOB SATISFACTION AND CONDITIONS

1. In general, how satisfied are you with your job at UK?

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

2. For each statement, please circle the number indicating whether you (1) strongly agree, (2) somewhat agree, (3) somewhat disagree, or (4) strongly disagree.

	STRONGLY AGREE		STRONGLY DISAGREE	
The climate for minority faculty on campus is good.	1	2	3	4
Gender-related issues receive an adequate hearing on campus.	1	2	3	4
More effort needs to be devoted to identifying and correcting gender-related inequities.	1	2	3	4
Diversity-related issues receive an adequate hearing on campus.	1	2	3	4

SECTION B: FACULTY RECRUITMENT AND RETENTION

3. Please circle the number indicating whether you (1) strongly agree, (2) somewhat agree, (3) somewhat disagree, or (4) strongly disagree with the following statements about faculty recruitment in the unit that you administer.

	STRONGLY AGREE		STRONGLY DISAGREE	
There is an established process for recruiting and appointing faculty in my unit.	1	2	3	4
The procedures for recruiting faculty are written and available to current faculty.	1	2	3	4
Our graduate students have input in the process when filling vacant faculty positions.	1	2	3	4
Permission to fill vacant positions is given in a timely fashion.	1	2	3	4

Reasonable resources to recruit are available.	1	2	3	4
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4. Have any faculty left your unit VOLUNTARILY during the last five years?

1 – Yes

2 – No → **PLEASE SKIP TO SECTION C**

5. Please fill in the boxes to indicate how many in each rank left, and the rank and number of their replacements.

REPLACED BY :

NUMBER WHO LEFT	NUMBER OF ASSISTANTS	NUMBER OF ASSOCIATES	NUMBER OF PROFESSORS
Assistant Professors			
Associate Professors			
Professors			

6. What was the effect of these losses on your department/college's ability to do each of the following? Would you say it was (1) positive, (2) neutral, or (3) negative, or is the item not applicable to your unit (8)?

	POSITIVE	NEUTRAL	NEGATIVE	N/A
Meet the undergraduate instructional load.	1	2	3	8
Meet the graduate instructional load.	1	2	3	8
Meet the professional instructional load.	1	2	3	8
Satisfy administrative responsibilities.	1	2	3	8
Carry out the research program.	1	2	3	8
Carry out the service program.	1	2	3	8

7. What were the most common reasons for the loss of these faculty members? *Please circle the number for all that apply.*

1 - Inadequate salary

2 - Inadequate benefits

3 - Inadequacy of unit resources

4 - Failure to fulfill hiring agreements in a timely fashion

5 - Unfavorable Distribution of Effort for professional development

6 - Dissatisfied with college or departmental leadership

7 - Position advancement elsewhere

8 - Spouse and/or family issues

9 - Other (Please specify): _____

SECTION C: CANDIDATES' RESPONSES TO UK

8. As a chair, dean, or director, you are in a unique position to understand what faculty candidates perceive as important factors in deciding whether to accept a position here. Please circle the number indicating your perception of the various influences listed below upon a candidate's decision to accept an offer of a faculty position at UK. Was each a (1) strong positive, (2) positive, (3) neutral, (4) negative, or (5) strong negative influence?

	STRONG POSITIVE		NEUTRAL		STRONG NEGATIVE
The salary offered by UK.	1	2	3	4	5
The health insurance benefits at UK.	1	2	3	4	5
The retirement plan offered by UK.	1	2	3	4	5
Other fringe benefits offered by UK.	1	2	3	4	5
The availability of research start-up funds.	1	2	3	4	5
The level of financial support for research available through the University.	1	2	3	4	5
The availability of staff support for research.	1	2	3	4	5
The availability of staff support for teaching.	1	2	3	4	5
The availability of teaching assistant support.	1	2	3	4	5
The availability of graduate research assistant support.	1	2	3	4	5
Opportunities for funded professional travel.	1	2	3	4	5
UK library holdings and support.	1	2	3	4	5
The scholarly image of the University of Kentucky.	1	2	3	4	5
The role of athletics at the University of Kentucky.	1	2	3	4	5
UK computing facilities.	1	2	3	4	5
Opportunities for employment for a candidate's spouse.	1	2	3	4	5

The availability of child care.	1	2	3	4	5
The Lexington community as a place to live.	1	2	3	4	5

SECTION D: PUBLIC SERVICE

9. Please circle the number indicating whether you (1) strongly agree, (2) somewhat agree, (3) somewhat disagree, or (4) strongly disagree with the following statements.

	STRONGLY AGREE			STRONGLY DISAGREE
Public service should be an important component of UK's overall mission.	1	2	3	4
UK's financial support for public service is currently sufficient to accomplish the University's public service mission.	1	2	3	4
UK's administrative support for public service activities is adequate.	1	2	3	4
Public service activities are given sufficient weight in promotion decisions and merit reviews.	1	2	3	4

SECTION E: PERFORMANCE AND RESOURCE ISSUES

10. Please circle the number indicating whether you (1) strongly agree, (2) somewhat agree, (3) somewhat disagree, or (4) strongly disagree with the following statements.

	STRONGLY AGREE			STRONGLY DISAGREE
There is sufficient flexibility in the internal allocation of financial resources to meet changing needs within the University.	1	2	3	4
The portion of overhead monies returned to my unit from external grants obtained by faculty in my unit is adequate.	1	2	3	4
I have influence over what happens to the salary reimbursements generated by external grants obtained by faculty in my unit.	1	2	3	4
There are sufficient graduate assistants to enable my faculty to perform their professional responsibilities.	1	2	3	4
There are sufficient student workers in my unit				

to enable my faculty to perform their professional responsibilities.	1	2	3	4
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	STRONGLY AGREE		STRONGLY DISAGREE	
Start-up funds and equipment received by new faculty in my unit are adequate.	1	2	3	4
The resources and start-up support promised to new faculty in my unit come in a timely fashion.	1	2	3	4
Current policies on external consulting by faculty are fair and equitable.	1	2	3	4
All current faculty should be required to participate in teaching improvement workshops every few years.	1	2	3	4
My unit has adequate resources available for acquiring instructional materials, texts, and supplies.	1	2	3	4
My unit has sufficient clerical staff to support the professional work of my faculty.	1	2	3	4

11. For each below, please circle the number indicating whether you (1) strongly agree, (2) somewhat agree, (3) somewhat disagree, (4) strongly disagree, or whether the question is inapplicable to your situation (8).

	STRONGLY AGREE		STRONGLY DISAGREE		N/A
My unit has adequate internal funds to support research that cannot attract external grants.	1	2	3	4	8
My unit demonstrates a high level of commitment to research.	1	2	3	4	8
The research environment in my department/unit is very supportive of basic research.	1	2	3	4	8
The research environment in my department/unit is very supportive of applied research.	1	2	3	4	8
As a unit administrator, I tend to discourage my faculty from becoming involved in	1	2	3	4	8

multidisciplinary or interdisciplinary research.					
My department/unit has adequate resources for acquiring teaching equipment.	1	2	3	4	8
	STRONGLY AGREE			STRONGLY DISAGREE	N/A
Library resources are adequate for the research needs of faculty in my unit.	1	2	3	4	8
Computing access is adequate for instructional purposes in my unit.	1	2	3	4	8
The human subjects review process provides an appropriate balance between the needs of the researchers and the protection of human subjects.	1	2	3	4	8
Faculty in my unit receive sufficient information about the availability of outside resources for research.	1	2	3	4	8
Appropriate improvements have been made to physical, research-related facilities (exclusive of equipment) in the last five years.	1	2	3	4	8
The University should increase the teaching load of faculty who are least productive in research.	1	2	3	4	8
All graduate faculty in my department/unit teach or supervise graduate students on a regular basis.	1	2	3	4	8
The current level of graduate student support (e.g., TA, RA, and fellowships) is sufficient to achieve and maintain a competitive graduate program in my discipline at the national level.	1	2	3	4	8

12. If you could choose ONLY ONE mechanism for improving the quality of research at UK, which one of the following would you select?

- 1 - Additional research space and facilities
- 2 - Greater access to research equipment, especially shared equipment
- 3 - Additional faculty

4 - Additional graduate students

5 - More competitive faculty salaries

6 - Other (Please specify): _____

13. Effective research in some areas requires multiple support facilities and services. Please circle the number indicating whether - for the purposes of research by faculty in your unit - you would rate each of the following as: (1) more than adequate, (2) somewhat adequate, (3) somewhat inadequate, (4) very inadequate, or whether the facility or service is not applicable to your research (8).

	MORE THAN ADEQUATE		VERY INADEQUATE		N/A
	1	2	3	4	8
The Office of Sponsored Program Development's assistance in identifying funding opportunities and in soliciting support from funding agencies.	1	2	3	4	8
The Office of Sponsored Project Administration's assistance with budgets, administrative requirements, and accounting policies & procedures for administering externally funded grants & contracts.	1	2	3	4	8
Facilities for constructing research instruments/devices.	1	2	3	4	8
Drafting, photographic, & cartographic services for publication development.	1	2	3	4	8
Policies & procedures for hiring research personnel.	1	2	3	4	8
UK policies and procedures regarding animal research.	1	2	3	4	8
UK policies & procedures regarding human subjects.	1	2	3	4	8
Administrative procedures regarding safety in research laboratories and with equipment & hazardous materials.	1	2	3	4	8
Safety practices in laboratories and research facilities in my area.	1	2	3	4	8

14. If you were involved in setting priorities for the University budget, how would you rank the following items: (1) high priority, (2) medium priority, (3) low priority, or (8) don't know?

	HIGH	MEDIUM	LOW	DK
	1	2	3	8
Faculty salaries	1	2	3	8

Staff salaries	1	2	3	8
Assistantship salaries	1	2	3	8
Administrative salaries	1	2	3	8
	HIGH	MEDIUM	LOW	DK
Number of faculty positions	1	2	3	8
Faculty release time	1	2	3	8
Faculty recruitment inducements	1	2	3	8
Non-sponsored research projects	1	2	3	8
Research equipment	1	2	3	8
Instructional equipment	1	2	3	8
Library holdings	1	2	3	8
Maintenance and improvement of existing buildings and facilities	1	2	3	8
Construction of new buildings and facilities	1	2	3	8
Other (Please specify): _____	1	2	3	8

SECTION F: GOVERNANCE AND ADMINISTRATION ISSUES

15. Please circle the number indicating whether you (1) strongly agree, (2) somewhat agree, (3) somewhat disagree, or (4) strongly disagree with the following statements.

	STRONGLY AGREE		STRONGLY DISAGREE	
The current administrative organization (Sectors, Chancellors, and Vice Presidents) promotes the effective operation of UK.	1	2	3	4
UK faculty have appropriate opportunities to have their grievances considered.	1	2	3	4
From my perspective as a unit administrator, I feel the Board of Trustees protects the administration from undue pressure from political, religious, or other external bodies.	1	2	3	4
The fund-raising programs of UK are in				

harmony with the institution's purpose and mission.	1	2	3	4
The intercollegiate athletics program operates in harmony with UK's educational purposes.	1	2	3	4
	STRONGLY AGREE		STRONGLY DISAGREE	
Faculty members have an appropriate level of influence on academic standards established for student athletes.	1	2	3	4
I feel that my department's/unit's decisions on promotion and tenure are based on the quality of my work without bias against particular theoretical or methodological approaches.	1	2	3	4
Faculty members are given sufficient opportunity to provide input about space and equipment needs for their educational units.	1	2	3	4
I have an advisory committee of faculty to assist me in critical decision making affecting my unit.	1	2	3	4
I consult with a committee of faculty in deciding on performance evaluations in my unit.	1	2	3	4
My department/unit has a regular faculty retreat (outside of regular faculty meetings) to discuss department/unit concerns and issues.	1	2	3	4

SECTION G: EVALUATION AND REWARDS

16. Please circle the number indicating whether you (1) strongly agree, (2) somewhat agree, (3) somewhat disagree, or (4) strongly disagree with the following statements.

	STRONGLY AGREE			STRONGLY DISAGREE
The procedure for evaluating faculty performance is fair and equitable.	1	2	3	4
The University's orientation program for new faculty provides sufficient information about University policies and programs.	1	2	3	4
My unit provides written information on evaluation policies and procedures to newly hired faculty members.	1	2	3	4

I provide new faculty with information on the staff benefits available to them as a faculty member.	1	2	3	4
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	STRONGLY AGREE			STRONGLY DISAGREE
I provide new faculty with information on the criteria for tenure and promotion.	1	2	3	4
Faculty in my unit receive a written statement of the criteria for tenure and promotion.	1	2	3	4
Faculty in my unit receive a written statement of reasons for a performance evaluation rating and areas of needed improvement.	1	2	3	4
In my unit, teaching is regarded as equal in importance to research.	1	2	3	4
The in-class student evaluation of teaching is given too much weight in assessing teaching quality.	1	2	3	4
I feel that faculty advising is sufficiently supported and rewarded at UK.	1	2	3	4
Even if their primary responsibilities are in teaching and research, faculty in my unit are adequately rewarded for participation in public service activities.	1	2	3	4
DOE percentages for service reflect adequately the amount of time that faculty in my unit give to service activities.	1	2	3	4
Tenured faculty in my unit have access to outside reviewers' letters prior to writing their own letters in tenure and promotion cases.	1	2	3	4
Tenured faculty in my unit meet to review the file of a candidate for tenure or promotion.	1	2	3	4
In my unit, untenured faculty have meaningful participation in tenure and promotion decisions.	1	2	3	4
University area committees are sensitive to the differences in work loads and expectations associated with different types of appointments.	1	2	3	4

Financial rewards are adequate to retain existing faculty members.	1	2	3	4
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	STRONGLY AGREE			STRONGLY DISAGREE
I am adequately compensated with salary and benefits for my administrative efforts.	1	2	3	4
I am given an adequate explanation for the merit ratings I receive for my efforts in my administrative position.	1	2	3	4
The person responsible for my merit evaluation has first-hand knowledge of my performance.	1	2	3	4

17. What percent weight do you believe is CURRENTLY GIVEN in promotion, tenure, and salary decisions for these activities: *(should total 100%)*

- _____ Research productivity
- _____ Teaching
- _____ Public service
- _____ University service
- _____ Acquisition of extramural funds
- _____ Multi-disciplinary efforts
- _____ Other (Please specify): _____

18. What percent weight would you RECOMMEND BE GIVEN in promotion, tenure, and salary decisions for these activities: *(should total 100%)*

- _____ Research productivity
- _____ Teaching
- _____ Public service
- _____ University service
- _____ Acquisition of extramural funds
- _____ Multi-disciplinary efforts
- _____ Other (Please specify): _____

SECTION H: INSTITUTIONAL PLANNING

19. To your knowledge, does your unit have a formal mission statement that supports the mission of the University?

- 1 - Yes
- 2 - No

20. Please circle the number indicating whether you (1) strongly agree, (2) somewhat agree, (3) somewhat disagree, or (4) strongly disagree with the following statements.

	STRONGLY AGREE			STRONGLY DISAGREE
I am familiar with the mission and goals contained in the UK Strategic Plan.	1	2	3	4
The mission and goals contained in the UK Strategic Plan are appropriate to the University	1	2	3	4

of Kentucky.				
The development of the UK Strategic Plan involves input from a broad representation of faculty, staff and students.	1	2	3	4
	STRONGLY AGREE		STRONGLY DISAGREE	
I was included in the discussion of the University's strategic plan that was approved by the Board of Trustees in 1998.	1	2	3	4
Goal-setting in my department/unit is influenced in a meaningful way by the UK Strategic Plan.	1	2	3	4
The planning process in MY department/unit involves the establishment of explicit objectives or goals related to the teaching, research, and/or service functions of the unit.	1	2	3	4
An assessment process is undertaken to determine the extent to which these objectives are met.	1	2	3	4
The results of the assessment process are used to improve the teaching, research, and/or service functions of the unit.	1	2	3	4
The results of planning and assessment influence budgeting and resource allocation within the unit.	1	2	3	4
The results of planning and assessment influence hiring decisions within the unit.	1	2	3	4
The periodic review process provides a fair assessment of my unit's strengths and weakness.	1	2	3	4
The periodic review process provides ample opportunity for faculty and staff input.	1	2	3	4
The periodic review leads to reallocation of college/sector resources to address needs or deficiencies identified in the final report.	1	2	3	4
The periodic review process leads to meaningful change and program improvement.	1	2	3	4

21. How frequently do you use University data for each of the following: (1) frequently, (2) occasionally, (3) rarely, or (4) never, or is this not applicable to your position (8).

	FREQUENTLY			NEVER	N/A
Curriculum and course planning decisions	1	2	3	4	8
Budgeting	1	2	3	4	8
Resource and space allocation	1	2	3	4	8
Faculty recruiting and staffing decisions	1	2	3	4	8

22. Please rate the overall responsiveness of the Institutional Research support offices at the University to your requests. Would you rate each office's responsiveness as: (1) excellent, (2) good, (3) fair, or (4) poor - or do you never use this office(8)?

	EXCELLENT			POOR	NEVER USE
Office of Institutional Planning, Budgeting, and Effectiveness (Central Administration)	1	2	3	4	8
Office of Assessment and Institutional Data (Lexington Campus)	1	2	3	4	8
Office of Institutional Research and Decision Support (Medical Center)	1	2	3	4	8

SECTION I: DISTANCE LEARNING

23. To what extent is your department/unit involved in teaching or administering the Distance Learning/Education Programs?

- 1 – To a significant extent
- 2 – To a limited extent
- 3 – Not at all → **PLEASE SKIP TO SECTION J**

24. Please rank order the types of support that would be beneficial to faculty when offering distance education. Place a 1 by the most important type of support, a 2 by the second-most important type of support, etc.

____ Released time (Reduction in non-teaching responsibilities)

- Extra compensation
 Course load reduction
 Graduate/teaching assistants
 Other (Please specify): _____

25. Distance education programs are comparable in quality to their on-campus counterparts:

- 1 - All of the time
 2 - Sometimes
 3 - Occasionally
 4 - Rarely
 5 - Never

26. For each statement, please circle the number indicating whether you (1) strongly agree, (2) somewhat agree, (3) somewhat disagree, or (4) strongly disagree.

	STRONGLY AGREE		STRONGLY DISAGREE	
Faculty are given appropriate support and training to develop and teach distance education courses.	1	2	3	4
Campus efforts are well coordinated regarding distance education.	1	2	3	4
Programs should be allowed to contract with other universities to provide distance learning courses as substitutes for required or elective coursework.	1	2	3	4
The university has articulated a long range and coordinated plan for distance learning activities.	1	2	3	4
The University has formulated clearly stated, explicit goals for the distance education program.	1	2	3	4
The goals of the distance education program are consistent with the mission of the university.	1	2	3	4
Appropriate evaluation procedures are in place to determine the quality and effectiveness of distance learning programs.	1	2	3	4
The technology used to deliver distance education programs are adequate and appropriate for students and faculty.	1	2	3	4
The University consults with constituents of				

distance education programs (Faculty, students, staff, technician, administrator) to review, identify, and solve problems related to distance education.

1 2 3 4

SECTION J: DEMOGRAPHIC AND OTHER INFORMATION

27. These final questions will be used for analytic purposes only and will allow important comparisons to be made of responses across groups. First, are you:

- 1 - Male
- 2 - Female

28. In which sector do you work?

- 1 - Research and Graduate Studies
- 2 - Medical Center
- 3 - Lexington Campus
- 4 - Information Systems

29. What is your current academic rank at UK?

- 1 - Associate Professor
- 2 - Full Professor
- 3 - Other (Please specify): _____

30. How long have you been a member of the UK faculty?

- 1 - less than one year
- 2 - one to two years
- 3 - two to five years
- 4 - five to ten years
- 5 - ten to twenty years
- 6 - more than twenty years

31. Are you a:

- 1 - Dean
- 2 - Assistant or Associate Dean
- 3 - Department Chair
- 4 - Director
- 5 - Something else (Please specify): _____

32. How long have you served in this position?

- 1 - less than one year
- 2 - one to two years
- 3 - two to five years
- 4 - five to ten years
- 5 - ten to twenty years

6 - more than twenty years

33. What is your official Distribution of Effort for 2000-2001?

_____ % Instruction

_____ % Research

_____ % Public Service/Extension

_____ % University Service to department/college/university

_____ % Professional Development

_____ % Administration

_____ % Other (Please specify): _____

34. How many more years are you likely to stay at UK?

1 - less than one year

2 - one to two years

3 - three to five years

4 - six to ten years

5 - more than 10 years

6 - until I retire in _____ years

35. Are there any additional comments you wish to add about UK that would assist the University Self-Study? *Attach additional page(s) if necessary.*

Thank you very much for completing this questionnaire.