

FCC SPH Faculty Survey

Introduction

You are invited to participate in the School of Public Health Faculty Consultative Committee (FCC) Survey. This survey is being sent to all SPH faculty, except for division chairs and the dean.

The FCC has worked with the SPH Policy Council, the Dean of SPH, and division heads to develop this survey.

This survey is designed to measure divisional climate and support for and among SPH faculty. This survey is different than the University of Minnesota staff survey because it focuses on faculty perceptions of divisional climate and support. The goal of the survey is to help the FCC and divisions identify issues that may need to be addressed to improve the quality of work life for faculty.

The FCC plans to administer this survey on a bi-annual basis to track quality of work life issues among SPH faculty and to identify issues that the FCC may need to address.

This survey is administered by the FCC using Survey Monkey. The survey will be anonymous. While e-mail addresses and passwords are used by Survey Monkey to administer the survey, all identifying information (e.g., names, e-mail addresses, IP addresses) is removed from the survey results and cannot be used to identify respondents.

In order to preserve anonymity, especially in smaller divisions, no cross-tabulation analyses will be presented with cell sizes of fewer than six respondents.

No questions on the survey require a response so if you feel uncomfortable answering a question you can skip it.

This survey will take approximately 15 minutes.

1. I have read the above information and consent to participate in the study.

Yes

No

FCC SPH Faculty Survey

Individual Background

2. What is your gender:

Female

Male

3. In which SPH division are you primarily located?

Biostatistics

Epidemiology and Community Health

Public Health Practice, SPH Research and Training Centers

Environmental Health Sciences

Health Policy and Management

Not applicable/Choose not to answer

4. Please select your academic level:

Assistant professor

Associate professor

Full professor

Not applicable/choose not to answer

FCC SPH Faculty Survey

Collaboration and Conflict

5. In the past twelve months, how much do you agree with the following statements about collaboration and help in your division?

I feel that

| | Strongly disagree | Somewhat disagree | Somewhat agree | Strongly agree | Not applicable |
|---|-------------------|-------------------|----------------|----------------|----------------|
| faculty in my division collaborated constructively to resolve academic and teaching issues. | jn | jn | jn | jn | jn |
| faculty in my division collaborated constructively to resolve administrative issues. | jn | jn | jn | jn | jn |
| when conflict between faculty in my division arose, the faculty communicated civilly and respectfully about the conflict. | jn | jn | jn | jn | jn |
| personality clashes were evident among the faculty in my division. | jn | jn | jn | jn | jn |
| there was conflict about research quality or priorities among the faculty in my division. | jn | jn | jn | jn | jn |
| there was conflict about performance evaluation criteria among the faculty in my division. | jn | jn | jn | jn | jn |
| there was conflict about academic programs among the faculty in my division. | jn | jn | jn | jn | jn |
| I can easily obtain help related to research from other faculty in my division. | jn | jn | jn | jn | jn |
| I can easily obtain help related to teaching from other faculty in my division. | jn | jn | jn | jn | jn |

FCC SPH Faculty Survey

Psychological Environment in your Division

6. In the past twelve months, how much do you agree with the following statements about your bringing up issues IN A FACULTY MEETING in your division?

I feel that

| | Strongly disagree | Somewhat disagree | Somewhat agree | Strongly agree | Not applicable |
|---|-------------------|-------------------|----------------|----------------|----------------|
| I could bring up concerns up with my work-related duties. | jn | jn | jn | jn | jn |
| I could bring up concerns with time pressures associated with grant writing and funding responsibilities. | jn | jn | jn | jn | jn |
| I could bring up issues such as disrespectful communication among faculty members. | jn | jn | jn | jn | jn |
| I could bring up issues such as poor teaching or advising. | jn | jn | jn | jn | jn |
| it was safe to suggest new research ideas/approaches to other faculty. | jn | jn | jn | jn | jn |

7. In the past twelve months, how much do you agree with the following statements about the issues you brought up to your division's faculty?

I feel that the issues I brought up

| | Strongly disagree | Somewhat disagree | Somewhat agree | Strongly agree | Not applicable |
|---|-------------------|-------------------|----------------|----------------|----------------|
| were taken into account in my division's decision-making. | jn | jn | jn | jn | jn |
| had an impact on my division's organization and work processes. | jn | jn | jn | jn | jn |
| were addressed by my division adequately. | jn | jn | jn | jn | jn |
| had an impact on my division's educational programs. | jn | jn | jn | jn | jn |

FCC SPH Faculty Survey

Time for Work Activities

8. In the past twelve months, how much do you agree with the following statements about the amount of time you had for research and teaching activities in your division?

I feel that I had adequate time

| | Strongly disagree | Somewhat disagree | Somewhat agree | Strongly agree | Not applicable |
|--|-------------------|-------------------|----------------|----------------|----------------|
| to advise students. | jn | jn | jn | jn | jn |
| to prepare for classes. | jn | jn | jn | jn | jn |
| to assess student work and provide feedback. | jn | jn | jn | jn | jn |
| to write grants | jn | jn | jn | jn | jn |
| to work on funded research | jn | jn | jn | jn | jn |
| to work on unfunded research | jn | jn | jn | jn | jn |
| to develop new research ideas | jn | jn | jn | jn | jn |
| to develop interdisciplinary work | jn | jn | jn | jn | jn |
| to do cutting edge research | jn | jn | jn | jn | jn |

Other (please specify)

FCC SPH Faculty Survey

Divisional Support

9. In the past twelve months, how much do you agree with the following statements about your division's support for you?

I feel that my division adequately supports me in

| | Strongly disagree | Somewhat disagree | Somewhat agree | Strongly agree | Not applicable |
|---|-------------------|-------------------|----------------|----------------|----------------|
| obtaining supplies for course development, such as purchasing books or teaching materials | jñ | jñ | jñ | jñ | jñ |
| providing protected time for new course development | jñ | jñ | jñ | jñ | jñ |
| technical support for on-line course development | jñ | jñ | jñ | jñ | jñ |
| providing teaching assistants to support my teaching | jñ | jñ | jñ | jñ | jñ |
| availability of and access to computers | jñ | jñ | jñ | jñ | jñ |
| availability of and access to statistical or other specialized software | jñ | jñ | jñ | jñ | jñ |
| availability of and access to word processing or presentation software | jñ | jñ | jñ | jñ | jñ |
| travel support for professional meetings | jñ | jñ | jñ | jñ | jñ |
| office staff support | jñ | jñ | jñ | jñ | jñ |
| grant management (e.g., account administration) | jñ | jñ | jñ | jñ | jñ |

Other (please specify)

FCC SPH Faculty Survey

Divisional Strategic Planning

10. Thinking about the last time your division conducted strategic planning, how good do you feel your division's STRATEGIC PLANNING PROCESSES were for

| | Terrible | Very Poor | Poor | Good | Very Good | Excellent | Not applicable |
|----------------------------------|----------|-----------|------|------|-----------|-----------|----------------|
| research | jn | jn | jn | jn | jn | jn | jn |
| education | jn | jn | jn | jn | jn | jn | jn |
| community relationships | jn | jn | jn | jn | jn | jn | jn |
| faculty professional development | jn | jn | jn | jn | jn | jn | jn |

Comments

11. How good do you feel your division's STRATEGIC PLANS are for

| | Terrible | Very Poor | Poor | Good | Very Good | Excellent | Not applicable |
|----------------------------------|----------|-----------|------|------|-----------|-----------|----------------|
| research | jn | jn | jn | jn | jn | jn | jn |
| education | jn | jn | jn | jn | jn | jn | jn |
| community relationships | jn | jn | jn | jn | jn | jn | jn |
| faculty professional development | jn | jn | jn | jn | jn | jn | jn |

Comments

FCC SPH Faculty Survey

Divisional Leadership

12. In the past twelve months, how good of a job do you feel your division's leadership has done leading your division's activities in

| | Terrible | Very Poor | Poor | Good | Very Good | Excellent | Not applicable |
|-----------|----------|-----------|------|------|-----------|-----------|----------------|
| education | jñ | jñ | jñ | jñ | jñ | jñ | jñ |
| research | jñ | jñ | jñ | jñ | jñ | jñ | jñ |
| overall | jñ | jñ | jñ | jñ | jñ | jñ | jñ |

Comments

FCC SPH Faculty Survey

Annual Performance Evaluation

13. In the past twelve months, how much do you feel the following criteria POSITIVELY affected your annual performance evaluation?

| | Almost none | A little | Some | A lot | Not applicable |
|--|-------------|----------|------|-------|----------------|
| Professional service | jn | jn | jn | jn | jn |
| Community Service | jn | jn | jn | jn | jn |
| Community based participatory research | jn | jn | jn | jn | jn |
| Funding level (e.g., from grants or contracts) | jn | jn | jn | jn | jn |
| Publishing peer reviewed research | jn | jn | jn | jn | jn |
| Publishing non-peer reviewed research | jn | jn | jn | jn | jn |
| Teaching masters level courses | jn | jn | jn | jn | jn |
| Teaching doctoral level courses | jn | jn | jn | jn | jn |
| Academic advising | jn | jn | jn | jn | jn |
| Research and thesis advising | jn | jn | jn | jn | jn |
| Helping colleagues | jn | jn | jn | jn | jn |
| Mentoring colleagues, formal and informal | jn | jn | jn | jn | jn |
| Collaborating on research or educational efforts | jn | jn | jn | jn | jn |
| Administrative activities (e.g., program management) | jn | jn | jn | jn | jn |

FCC SPH Faculty Survey

Fairness

14. In the past twelve months, how much do you agree with the following statements about fairness in your division?

I feel that

| | Strongly disagree | Somewhat disagree | Somewhat agree | Strongly agree | Not applicable |
|---|-------------------|-------------------|----------------|----------------|----------------|
| my compensation and support fairly reflected my research contribution to my division. | jn | jn | jn | jn | jn |
| my compensation and support fairly reflected my teaching contribution to my division. | jn | jn | jn | jn | jn |
| my compensation and support were fair compared with other faculty in my division. | jn | jn | jn | jn | jn |
| faculty compensation and support in my division fairly reflected the contribution of each faculty member to the division. | jn | jn | jn | jn | jn |
| the division's performance evaluation process fairly valued my contribution to the division. | jn | jn | jn | jn | jn |
| the processes for allocating faculty support in my division, such as travel or computer funds, were fair. | jn | jn | jn | jn | jn |
| teaching assignment processes in my division were fair. | jn | jn | jn | jn | jn |
| advancement in my division was closely related to an inside rapport or relationship with division heads and/or other decision-makers. | jn | jn | jn | jn | jn |
| information relative to division operation was shared with division faculty fairly. | jn | jn | jn | jn | jn |
| decision making about divisional issues fairly took into account the viewpoints of all faculty in the division. | jn | jn | jn | jn | jn |
| I was involved in all decisions relating to me. | jn | jn | jn | jn | jn |
| my division head recognized my contributions. | jn | jn | jn | jn | jn |
| my division head treated all faculty members fairly. | jn | jn | jn | jn | jn |
| the other faculty in my division recognized my contributions. | jn | jn | jn | jn | jn |

FCC SPH Faculty Survey

Burnout and Stress

15. In the past twelve months, how often did you feel:

| | Never | Once or twice | A few times | A few times per week | Everyday | Not applicable |
|---|-------|---------------|-------------|----------------------|----------|----------------|
| You were positively influencing the lives of others with your work. | jn | jn | jn | jn | jn | jn |
| Your research was making significant contributions. | jn | jn | jn | jn | jn | jn |
| Your teaching was effective. | jn | jn | jn | jn | jn | jn |
| Your work with the community was making significant contributions. | jn | jn | jn | jn | jn | jn |
| Emotionally drained from your work on research collaborations. | jn | jn | jn | jn | jn | jn |
| Emotionally drained from administrative activities. | jn | jn | jn | jn | jn | jn |
| Emotionally drained from teaching. | jn | jn | jn | jn | jn | jn |
| You were treating some students as they were impersonal objects. | jn | jn | jn | jn | jn | jn |
| You had become more callous towards your colleagues. | jn | jn | jn | jn | jn | jn |
| You did not really care what happens to some students. | jn | jn | jn | jn | jn | jn |
| You did not really care what happens to some of your colleagues. | jn | jn | jn | jn | jn | jn |

FCC SPH Faculty Survey

Work and Non-work Activities

16. How many hours per week do you usually spend in a typical WEEK in the following work-related activities?

| | 0 | 1 to 4 | 5 to 9 | 10 to 19 | 20 to 29 | 30 to 39 | 40 or more |
|-------------------------------|----|--------|--------|----------|----------|----------|------------|
| Scholarly writing/analysis | jn | jn | jn | jn | jn | jn | jn |
| Teaching | jn | jn | jn | jn | jn | jn | jn |
| Administration | jn | jn | jn | jn | jn | jn | jn |
| Grant writing | jn | jn | jn | jn | jn | jn | jn |
| Advising/Mentoring | jn | jn | jn | jn | jn | jn | jn |
| University/SPH Service | jn | jn | jn | jn | jn | jn | jn |
| National Professional Service | jn | jn | jn | jn | jn | jn | jn |
| Other Work-related time | jn | jn | jn | jn | jn | jn | jn |

Other (please specify)

17. How many hours per week do you usually spend in a typical WEEK in the following non-work related activities?

| | 0 | 1 to 2 | 3 to 4 | 5 to 9 | 10 to 14 | 15 to 19 | 20 to 29 | 30 or more |
|---------------------------------------|----|--------|--------|--------|----------|----------|----------|------------|
| Physical activity/exercise | jn | jn | jn | jn | jn | jn | jn | jn |
| Hobbies/Interests/Recreation | jn | jn | jn | jn | jn | jn | jn | jn |
| Volunteerism | jn | jn | jn | jn | jn | jn | jn | jn |
| Care for children or other dependents | jn | jn | jn | jn | jn | jn | jn | jn |
| Other regular non-work activities | jn | jn | jn | jn | jn | jn | jn | jn |

Other (please outline the tasks that went into your answer to the last item)

18. In the past twelve months, how much do you agree with the following statements?

| | Strongly disagree | Somewhat disagree | Somewhat agree | Strongly agree | Not applicable |
|--|-------------------|-------------------|----------------|----------------|----------------|
| The amount of work required for me as a faculty member interfered with my home and/or family life. | jn | jn | jn | jn | jn |
| I made changes to my family activities/plans due to my work-related duties. | jn | jn | jn | jn | jn |
| I made changes to my work-related activities due to my family/spouse/partner demands. | jn | jn | jn | jn | jn |
| I had to postpone my work-related activities due to demands on my time at home. | jn | jn | jn | jn | jn |

FCC SPH Faculty Survey

Overall Satisfaction

19. Overall, how satisfied are you with:

| | Very dissatisfied | Somewhat dissatisfied | Somewhat satisfied | Very satisfied |
|---|-------------------|-----------------------|--------------------|----------------|
| Your position in your division | jn | jn | jn | jn |
| Your performance in your division | jn | jn | jn | jn |
| Your performance in your profession | jn | jn | jn | jn |
| Your position in the School of Public Health | jn | jn | jn | jn |
| Your performance in the School of Public Health | jn | jn | jn | jn |

FCC SPH Faculty Survey

Comments

20. Are there any faculty-related issues you would like to bring to the attention of the Faculty Consultative Committee?



Thank you for taking the time to complete this survey! Your responses are a valuable part of assessing work-life issues in the School of Public Health, as well as divisional and leadership performance.