

Faculty Survey 2012
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2012 Faculty Survey - 5/1/2012

Q1.1 The Princeton Faculty Survey asks about your experiences as a faculty member at Princeton and provides an opportunity for you to tell us how things are going. We ask that you be candid and tell us what has worked well for you and what could be better. Your responses, along with those of your fellow faculty members, will provide extremely valuable information about working at Princeton and will give important guidance as we plan for the future. The survey will take about 20 minutes to complete. The survey is divided into eight sections.

Section A: Background Information

Section B: Resources & Responsibilities

Section C: Departmental Policies & Practices

Section D: Retention Efforts

Section E: Work & Family

Section F: Professional Climate

Section G: Overall Assessment

Section H: Questions About You

If you wish to go back to re-evaluate prior responses, you may use the “Previous”; button at the bottom of each screen. We ask that you complete the survey in one session. However, should this not be possible, you are welcome to return any time before May 28 in order to complete the survey. To exit the survey at any time, just close your browser. Your responses up to that point are automatically saved. To return to the survey, go back to your email invitation and click on the link to the survey. You will be brought to the place where you last left off.

Participation in this survey is completely voluntary. Although your answers to every question are important to us, you may skip any questions that you are not inclined to answer (but we hope that you will do your best to answer all the questions that are relevant to you).

Please be assured that your responses will be treated in a strictly confidential manner. During the data collection phase of the survey, your responses will be associated with your University ID number. At the conclusion of the survey (and before any analysis of the data takes place), your University ID number will be removed from the survey response file and placed in a separate archival key file. The key file provides a mechanism by which other data maintained by the University can be incorporated into the survey data without compromising confidentiality. All analyses will be conducted using files that do not include your University ID Number. All survey material will be stored securely on a password

Faculty Survey 2012
Public Document

protected computer. All findings, reports and analyses that are based upon this survey will be reported in a manner that does not identify individuals. This survey has been reviewed and approved by Princeton's Institutional Research Board.

If you have questions or concerns about the Princeton Faculty Survey, please contact:

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Thank you for contributing your thoughts and opinions to this survey.

Q2.1 Section A: Background Information

Q2.2 What is your current department? If you have a joint appointment with a department other than the Woodrow Wilson School, please select your home or primary department, center, program, institute or interdepartmental committee. If you have a joint appointment with the Woodrow

Faculty Survey 2012
Public Document

Wilson School and another disciplinary department, please select your disciplinary department. The remaining questions in the survey should be answered in relation to the department you indicate below unless otherwise specified.

- African American Studies (1)
- Anthropology (2)
- Architecture (3)
- Art and Archaeology (4)
- Astrophysical Sciences (5)
- Center for Human Values (6)
- Chemical and Biological Engineering (7)
- Chemistry (8)
- Civil and Environmental Engineering (9)
- Classics (10)
- Comparative Literature (11)
- Computer Science (12)
- Council of the Humanities (13)
- East Asian Studies (14)
- Ecology & Evolutionary Biology (15)
- Economics (16)
- Electrical Engineering (17)
- English (18)
- French & Italian (19)
- Geosciences (20)
- German (21)
- History (22)
- Judaic Studies (23)
- Lewis Center for the Arts (24)
- Lewis Center for the Arts-Creative Writing (25)
- Lewis Center for the Arts-Dance (26)
- Lewis Center for the Arts-Theater (27)
- Lewis Center for the Arts-Visual Arts (28)
- Mathematics (29)
- Mechanical & Aerospace Engineering (30)
- Molecular Biology (31)
- Music (32)

Faculty Survey 2012
Public Document

- Near Eastern Studies (33)
- Operations Research and Financial Engineering (34)
- Philosophy (35)
- Physics (36)
- Politics (37)
- Princeton Institute for International and Regional Studies (38)
- Princeton Writing Program (39)
- Psychology (40)
- Religion (41)
- Slavic Languages & Literatures (42)
- Sociology (43)
- Spanish & Portuguese Languages/Culture (44)
- Woodrow Wilson School (45)

Q2.3 Do you have a joint appointment with another department, program, center or institute?

- Yes (1)
- No (2)

Display If Q2.3... Yes Is Selected

Q2.4 Please indicate your second department, program, center, or institute. Faculty members who hold joint appointments have the same rights to vote, to be consulted, to participate in departmental meetings and affairs as faculty members of the same rank appointed in a single

Faculty Survey 2012
Public Document

department. Faculty can hold joint appointments in no more than two departments and there is an agreed division of the staffing FTE between the two departments (most commonly .50 FTE each).

- NONE (1)
- African American Studies (2)
- Andlinger Institute for Energy & Environment (3)
- Anthropology (4)
- Applied and Computational Mathematics (5)
- Architecture (6)
- Art and Archaeology (7)
- Astrophysical Sciences (8)
- Atmospheric and Oceanic Science (9)
- Chemical and Biological Engineering (10)
- Chemistry (11)
- Civil and Environmental Engineering (12)
- Classics (13)
- Comparative Literature (14)
- Computer Science (15)
- Council of the Humanities (16)
- Council of the Humanities-Linguistics (17)
- East Asian Studies (18)
- Ecology & Evolutionary Biology (19)
- Economics (20)
- Electrical Engineering (21)
- English (22)
- French & Italian (23)
- Gender and Sexuality Studies (24)
- Geosciences (25)
- German (26)
- Hellenic Studies (27)
- History (28)
- Judaic Studies (29)
- Lewis Center for the Arts (30)
- Lewis Center for the Arts-Creative Writing (31)
- Lewis Center for the Arts-Dance (32)

Faculty Survey 2012
Public Document

- Lewis Center for the Arts-Theater (33)
- Lewis Center for the Arts-Visual Arts (34)
- Lewis-Sigler Institute for Integrative Genomics (35)
- Mathematics (36)
- Mechanical and Aerospace Engineering (37)
- Molecular Biology (38)
- Music (39)
- Near Eastern Studies (40)
- Operations Research and Financial Engineering (41)
- Philosophy (42)
- Physics (43)
- Politics (44)
- Princeton Environmental Institute (45)
- Princeton Institute for International and Regional Studies (46)
- Princeton Institute for the Science and Technology of Materials (47)
- Princeton Neuroscience Institute (48)
- Princeton Writing Program (49)
- Psychology (50)
- Religion (51)
- Slavic Languages & Literatures (52)
- Sociology (53)
- Spanish and Portuguese Languages and Cultures (54)
- University Center for Human Values (55)
- Woodrow Wilson School (56)

Q2.5 What is your current rank?

- Full Professor (1)
- Associate Professor (2)
- Assistant Professor (3)
- Instructor (4)
- Senior Lecturer (5)
- Lecturer (6)
- Other, specify: (7) _____

Q2.6 Were you hired with tenure or were you promoted to tenure at Princeton

- Promoted to tenure at Princeton (1)
- Hired with tenure at Princeton (2)

Q3.1 Section B: Resources and Responsibilities

The following questions concern the resources you have available at Princeton to do your research.

Q3.2 How do you assess the overall quality of the resources you have available to support your research and scholarship relative to your Princeton colleagues who do similar kinds of research/scholarship?

- Much better (1)
- Somewhat better (2)
- About the same (3)
- Somewhat worse (4)
- Much worse (5)
- Don't know (6)

Faculty Survey 2012
Public Document

Q3.3 You indicated above that your primary appointment is in (choice selected). Are the policies and procedures for allocating resources in (selected choice) made clear to you?

- Always (1)
- Usually (2)
- Not usually (3)
- Never (4)

Q3.4 Are the policies and procedures for allocating resources in (selected choice) equitable?

- Very equitable (1)
- Somewhat equitable (2)
- Somewhat inequitable (3)
- Very inequitable (4)
- Don't know (5)

Q3.5 Do you get the support you need from your department(s) and the University to compete for external funding for your research?

- Always (1)
- Usually (2)
- Not usually (3)
- Never (4)
- Not applicable (5)

Display If Q3.5 Not applicable Is Not Selected

Q3.6 To what extent, do you feel pressure to compete successfully for external funding for your research?

- Always (1)
- Usually (2)
- Not usually (3)
- Never (4)
- Not applicable (5)

Faculty Survey 2012
Public Document

Q3.7 The following questions concern your teaching, advising, and other departmental and University duties at Princeton.

Q3.8 Taking all of your teaching and advising responsibilities together, please assess the amount of work you are asked to do relative to your Princeton colleagues in (selected choice).

- Much more (1)
- Somewhat more (2)
- About the same (3)
- Somewhat less (4)
- Much less (5)
- Not applicable (6) _____

Display If Q2.3... Yes Is Selected AND If Q2.4... NONE Is Not Selected And Q2.3.

Q3.9 Taking all of your teaching and advising responsibilities together, please assess the amount of work you are asked to do relative to your Princeton colleagues in (selected disciplinary department).

- Much more (1)
- Somewhat more (2)
- About the same (3)
- Somewhat less (4)
- Much less (5)
- Not applicable (6) _____

Faculty Survey 2012
Public Document

Q3.10 Taking all of your teaching and advising responsibilities together, please assess the amount of work you are asked to do relative to your colleagues at other universities.

- Much more (1)
- Somewhat more (2)
- About the same (3)
- Somewhat less (4)
- Much less (5)
- Not applicable (6) _____

Q3.11 For each item, please assess the amount of time you spend per week relative to your Princeton departmental colleagues. If a particular duty is not relevant in your department, please check "Not applicable."

	Much more (1)	Somewhat more (2)	About the same (3)	Somewhat less (4)	Much less (5)	Not applicable (6)
Teaching (1)	<input type="radio"/>					
Undergraduate Advising (2)	<input type="radio"/>					
Graduate Advising (3)	<input type="radio"/>					
Postdoctoral Supervision (4)	<input type="radio"/>					
Departmental Administrative Duties (5)	<input type="radio"/>					
University Administrative Duties (6)	<input type="radio"/>					
Other Duty, specify: (7)	<input type="radio"/>					
Other Duty, specify: (8)	<input type="radio"/>					

Faculty Survey 2012
Public Document

Q3.12 How many of each of the following types of advisees did you have during the last academic year (or the most recent academic year during which you were teaching full-time at Princeton if you are not teaching full-time at Princeton last year)?

	None (1)	1 (2)	2 (3)	3 (4)	4 (5)	5 (6)	6 (7)	7 (8)	8 (9)	9 (10)	10 (11)	11 (12)	12 (13)	13 (14)	14 (15)	15 (16)	More than 15 (17)
Undergraduate students (only JP and senior thesis students) (1)	<input type="radio"/>																
Graduate students (primary advisees) (2)	<input type="radio"/>																
Postdoctoral fellows (3)	<input type="radio"/>																
Other undergraduates (please specify) (4)	<input type="radio"/>																
Other graduate students (please specify) (5)	<input type="radio"/>																

Q3.13 How much does your graduate student advising contribute to your own research/scholarship?

- Not at all (1)
- Somewhat (2)
- A lot (3)

Q3.14 How much does your postdoctoral fellow supervision contribute to your own research/scholarship?

- Not at all (1)
- Somewhat (2)
- A lot (3)

Faculty Survey 2012
Public Document

Q3.15 How much input do you have in determining the specific courses you teach?

- A lot of input -- I always or almost always get to choose which courses I teach (1)
- Some input - I usually get to choose which courses I teach (2)
- Little input - I rarely or never get to choose which courses I teach (3)
- Don't know (4)

Q3.16 Are the policies and procedures for assigning departmental duties in (selected choice) made clear to you?

- Always (1)
- Usually (2)
- Not usually (3)
- Never (4)

Q3.17 Have you served on important committees and/or in leadership positions in (selected choice)?

- Yes (1)
- No (2)

Display If Q2.3... Yes Is Selected AND If Q2.4... NONE Is Not Selected And Q2.3.

Q3.18 Have you served on important committees and/or in leadership positions in (selected disciplinary department)?

- Yes (1)
- No (2)

Display If Q3.17 Yes Is Selected OR If Q3.18... Yes Is Selected

Q3.19 Has this departmental service on important committees and/or in leadership positions been beneficial or detrimental to your career?

- Very beneficial (1)
- Somewhat beneficial (2)
- Neither beneficial nor detrimental (3)
- Somewhat detrimental (4)
- Very detrimental (5)
- Don't know (6)

Display If Q3.17 Yes Is Selected OR If Q3.18... Yes Is Selected

Q3.20 Comments ?

Q3.21 Have you served on important committees and/or in leadership positions in the University?

- Yes (1)
- No (2)

Display If Q3.21... Yes Is Selected

Q3.22 Has this university service on important committees and/or in leadership positions been beneficial or detrimental to your career?

- Very beneficial (1)
- Somewhat beneficial (2)
- Neither beneficial nor detrimental (3)
- Somewhat detrimental (4)
- Very detrimental (5)
- Don't know (6)

Display If Q3.21... Yes Is Selected

Q3.23 Comments?

Display If Q2.3... Yes Is Selected AND If Q2.4... NONE Is Not Selected And Q2.3.

Q3.24 When you compare yourself to colleagues who have appointments in a single department/center, do you think the demands on your time are greater because you have appointments in more than one department/center.

- Not at all (1)
- Somewhat (2)
- A lot (3)

Display If Q2.3... Yes Is Selected AND If Q2.4... NONE Is Not Selected And Q2.3.

Q3.25 Do you have one or more affiliations with a university department, center, institute, or interdepartmental program in addition to (selected choice) and (selected disciplinary department)?

- Yes (1)
- No (2)

Display ID Q3.25... yes Is Selected

Q3.26 When you compare yourself to colleagues who do not have additional affiliations, you think the demands on your time are greater because of them.

- Not at all (1)
- Somewhat (2)
- A lot (3)

Display ID Q3.25... yes Is Selected

Q3.27 Do you think these additional affiliations are beneficial or detrimental to your career?

- Very beneficial (1)
- Somewhat beneficial (2)
- Neither beneficial nor detrimental (3)
- Somewhat detrimental (4)
- Very detrimental (5)
- Don't know (6)

Answer If Do you have one or more affiliations with a university de... yes Is Selected

Q3.28 Comments?

Q3.29 Have you felt excluded from affiliations with other departments, centers, programs or institutes that you would value?

- Yes (1)
- No (2)

Q3.30 Comments?

Q4.1 Section C: Departmental Policies and Practices

Faculty Survey 2012
Public Document

Q4.2 To what extent is each of the following recognized and rewarded by (selected choice)?

	Not at all (1)	Somewhat (2)	A lot (3)	Don't know (4)	Not applicable (5)
Teaching (1)	<input type="radio"/>				
Research (2)	<input type="radio"/>				
Undergraduate Advising (3)	<input type="radio"/>				
Graduate Advising (4)	<input type="radio"/>				
Postdoctoral supervision (5)	<input type="radio"/>				
Interdisciplinary teaching (6)	<input type="radio"/>				
Interdisciplinary research (7)	<input type="radio"/>				
Service to the department (8)	<input type="radio"/>				
Service to the University (9)	<input type="radio"/>				
Service to your discipline (10)	<input type="radio"/>				

Q4.3 Comments?

Q4.4 To your knowledge, have you ever been nominated by your department chair(s), school dean, or colleagues for an internal or external honor or award?

- Yes (1)
- No (2)
- Don't know (3)

Q4.5 Comments?

Display If Q2.5...Associate Professor Is Selected Or If Q2.5...Full Professor Is Selected

Q4.6 During your time as a tenured faculty member at Princeton, have you served as a mentor for junior faculty?

- Yes (1)
- No (2)
- Don't know (3)

Q4.7 During your time as an untenured faculty member at Princeton, did a senior faculty member serve as a mentor for you? (If you have never been in an untenured position at Princeton, please select "Not applicable".)

- Yes (1)
- No (2)
- Don't know (3)
- Not applicable (4)

Display If Q4.7... Yes Is Selected

Q4.8 Do you think this mentoring is or was helpful for your career?

- Very helpful (1)
- Somewhat helpful (2)
- Not helpful (3)
- Don't know (4)

Q4.9 Are the practices and procedures for faculty recruitment, hiring, tenure and promotion in (selected choice) clear?

- Very clear (1)
- Somewhat clear (2)
- Unclear (3)

Display If Q2.3... Yes Is Selected AND If Q2.4... NONE Is Not Selected And Q2.3.

Q4.10 Are the practices and procedures for faculty recruitment, hiring, tenure and promotion (selected disciplinary department) clear?

- Very clear (1)
- Somewhat clear (2)
- Unclear (3)

Q4.11 Are the practices and procedures for faculty recruitment, hiring, tenure and promotion in (selected choice) fair?

- Very fair (1)
- Somewhat fair (2)
- Unfair (3)
- Don't know (4)

Display If Q2.3... Yes Is Selected AND If Q2.4... NONE Is Not Selected And Q2.3.

Q4.12 Are the practices and procedures for faculty recruitment, hiring, tenure and promotion in (selected disciplinary department) fair?

- Very fair (1)
- Somewhat fair (2)
- Unfair (3)
- Don't know (4)

Q4.13 Comment?

Faculty Survey 2012
Public Document

Q4.14 Do you think women in your field are overall disadvantaged or advantaged by Princeton's practices and procedures for faculty recruitment and hiring?

- Very disadvantaged (1)
- Somewhat disadvantaged (2)
- Neither advantaged nor disadvantaged (3)
- Somewhat advantaged (4)
- Very advantaged (5)

Q4.15 Comments?

Q4.16 Do you think women in your field are overall disadvantaged or advantaged by Princeton's practices and procedures for tenure and promotion?

- Very disadvantaged (1)
- Somewhat disadvantaged (2)
- Neither advantaged nor disadvantaged (3)
- Somewhat advantaged (4)
- Very advantaged (5)

Q4.17 Comments

Faculty Survey 2012
Public Document

Q4.18 Do you think racial and ethnic minorities in your field are overall disadvantaged or advantaged by Princeton's practices and procedures for faculty recruitment and hiring?

- Very disadvantaged (1)
- Somewhat disadvantaged (2)
- Neither advantaged nor disadvantaged (3)
- Somewhat advantaged (4)
- Very advantaged (5)

Q4.19 Comments?

Q4.20 Do you think racial and ethnic minorities in your field are overall disadvantaged or advantaged by Princeton's practices and procedures for tenure and promotion?

- Very disadvantaged (1)
- Somewhat disadvantaged (2)
- Neither advantaged nor disadvantaged (3)
- Somewhat advantaged (4)
- Very advantaged (5)

Q4.21 Comments?

Q5.1 Section D: Retention Efforts

Faculty Survey 2012
Public Document

Q5.2 In the last five years, while at Princeton, have you received a formal or informal outside job offer that you took to your department chair(s) or dean?

- Yes (1)
- No (2)

Display If Q5.2... Yes Is Selected

Q5.3 Did the formal or informal outside offer result in an adjustment to any of the following? (If there has been more than one outside offer in the last five years, please base your responses on the most recent offer only.)

	Yes (1)	No, and I would have liked it to. (2)	No, and I did not want/ask it to. (3)
Academic Year Salary (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Equipment/Lab/Research Funds (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Office Space (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Laboratory Space (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Summer Salary (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leave Time (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teaching or Advising Load (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Administrative Responsibilities (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Named Chair or Other Honorific (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employment for Spouse/Partner (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Housing (11)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (please specify) (12)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (please specify) (13)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Display If Q2.5...Associate Professor Is Selected Or If Q2.5...Full Professor Is Selected

Q5.4 In the next three years, how likely are you to leave Princeton?

- Very unlikely (1)
- Somewhat unlikely (2)
- Neither likely nor unlikely (3)
- Somewhat likely (4)
- Very likely (5)

Q5.5 To what extent, if at all, have you considered the following as reasons to leave Princeton?

	Not at all (1)	To some extent (2)	To a great extent (3)	Not applicable (4)
To increase your salary (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To improve your prospects for tenure (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To move to a more prestigious department (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To find a more supportive work environment (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To increase your time to do research (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To have more research space/equipment (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To be with people with research interests similar to mine (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To pursue a non-academic job (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To reduce stress (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To address child-related issues (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To improve the employment situation of your spouse/partner (11)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To lower your cost of living (12)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Retirement (13)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (please specify) (14)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q5.6 Comments?

Q6.1 Section E: Work and Family

Q6.2 To your knowledge, are faculty in your department(s) encouraged to take parental workload relief? (Princeton's workload relief policy provides one semester of workload relief from classroom teaching and administrative committee work, or two semesters of half relief from such duties after the birth or adoption of a child, for the person who is the sole caretaker for at least 20 hours a weeks between the hours of 8:00 a.m. and 7:00 p.m., Monday-Friday.)

- Encouraged (1)
- Neither encouraged nor discouraged (2)
- Discouraged (3)
- Don't know (4)

Q6.3 Comments?

Q6.4 Are you married or do you have a domestic partner?

- Yes (1)
- No (2)

Display Id Q6.4... Yes Is Selected

Q6.5 What best describes your spouse/partner's current employment status?

- Not employed (1)
- Employed part-time (2)
- Employed full-time (3)

Q6.6 During the last 7 years, have you had ongoing care responsibilities for one or more children under the age of 18?

- Yes (1)
- No (2)

If Yes Is Not Selected, Then Skip To Q6.13

Faculty Survey 2012
Public Document

Q6.7 Has having children affected your professional life in any of the following ways?

	Not at all (1)	Somewhat (2)	A moderate amount (3)	A substantial amount (4)
Professional travel curtailed (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Inability to work evenings and weekends (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Disruptions of work during the day (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Unexpected time away from work (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities not offered (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities not taken (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q6.8 Are faculty meetings and seminars in (selected choice) scheduled during hours when day-care or after-school care is not available? (If practices in your department have changed over time, please base your answer on current practices.)

- Never (1)
- Yes, but very infrequently (2)
- Yes, occasionally (3)
- Yes, frequently (4)
- Don't know (5)

Display If Q2.3... Yes Is Selected AND If Q2.4... NONE Is Not Selected And Q2.3.

Q6.9 Are faculty meetings and seminars in (selected disciplinary department) scheduled during hours when day-care or after-school care is not available? (If practices in your department have changed over time, please base your answer on current practices.)

- Never (1)
- Yes, but very infrequently (2)
- Yes, occasionally (3)
- Yes, frequently (4)
- Don't know (5)

Q6.10 To what extent do you agree with the following statement: The daycare opportunities for pre-school children are positive features of working at Princeton.

- Not at all (1)
- Somewhat (2)
- A moderate amount (3)
- A substantial amount (4)

Q6.11 To what extent do you agree with the following statement: The educational opportunities for school aged (K-12) children are positive features of working at Princeton.

- Not at all (1)
- Somewhat (2)
- A moderate amount (3)
- A substantial amount (4)

Q6.12 If you would like to comment on specific problems you have had with child care, and the impact these had on your professional life, please do so here:

Faculty Survey 2012
Public Document

Q6.13 During the last 7 years, have you had ongoing care responsibilities for a person in your family who is ill, disabled or aging?

- Yes (1)
- No (2)

If Yes Is Not Selected, Then Skip To Q6.17

Q6.14 Have ongoing care responsibilities for a person who is ill, disabled or aging affected your professional life in any of the following ways?

	Not at all (1)	Somewhat (2)	A moderate amount (3)	A substantial amount (4)
Professional travel curtailed (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Inability to work evenings and weekends (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Disruptions of work during the day (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Unexpected time away from work (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities not offered (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities not taken (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q6.15 During the last 7 years, have you had problems with accessibility or quality of the help available for caring for an ill, disabled, or aged person at Princeton?

- Not at all (1)
- Somewhat (2)
- A moderate amount (3)
- A substantial amount (4)

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Q6.16 If you would like to comment on specific problems you have had with caring for an ill, disabled, or aged person, and the impact these had on your professional life, please do so here:

Q6.17 Do Princeton's family friendly policies make Princeton a better place to work?

- Much better (1)
- Somewhat better (2)
- Neutral (3)
- Somewhat worse (4)
- Much worse (5)

Q6.18 Comments?

Q7.1 Section F: Professional Climate

Q7.2 To what extent is the University a welcoming place?

- Very welcoming (1)
- Moderately welcoming (2)
- Not very welcoming (3)

Q7.3 To what extent is (selected choice) a welcoming place?

- Very welcoming (1)
- Moderately welcoming (2)
- Not very welcoming (3)

Display If Q2.3... Yes Is Selected AND If Q2.4... NONE Is Not Selected And Q2.3.

Q7.4 To what extent is (selected disciplinary department) a welcoming place?

- Very welcoming (1)
- Moderately welcoming (2)
- Not very welcoming (3)

Q7.5 To what extent is the University a welcoming place for women?

- Very welcoming (1)
- Moderately welcoming (2)
- Not very welcoming (3)

Q7.6 To what extent is (selected choice) a welcoming place for women?

- Very welcoming (1)
- Moderately welcoming (2)
- Not very welcoming (3)

Display If Q2.3... Yes Is Selected AND If Q2.4... NONE Is Not Selected And Q2.3.

Q7.7 To what extent is (selected disciplinary department) a welcoming place for women?

- Very welcoming (1)
- Moderately welcoming (2)
- Not very welcoming (3)

Q7.8 Comments?

Q7.9 Have you had adverse interactions with your departmental colleagues in (selected choice) over gender issues?

- Yes (1)
- No (2)

Display If Q2.3... Yes Is Selected AND If Q2.4... NONE Is Not Selected And Q2.3.

Q7.10 Have you had adverse interactions with your departmental colleagues in (selected disciplinary department) over gender issues?

- Yes (1)
- No (2)

Q7.11 Do you think these adverse interactions have been detrimental to your career?

- No (1)
- Somewhat detrimental (2)
- Moderately detrimental (3)
- Very detrimental (4)

Q7.12 Do you think female faculty receive more resources, the same amount of resources, or fewer resources than male faculty at Princeton?

- More resources (1)
- Same amount of resources (2)
- Fewer resources (3)

Q7.13 Comments?

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Q7.14 To what extent, is the University a welcoming place for racial and ethnic minorities

- Very welcoming (1)
- Moderately welcoming (2)
- Not very welcoming (3)

Q7.15 To what extent, is (selected choice) a welcoming place for racial and ethnic minorities?

- Very welcoming (1)
- Moderately welcoming (2)
- Not very welcoming (3)

Display If Q2.3... Yes Is Selected AND If Q2.4... NONE Is Not Selected And Q2.3.

Q7.16 To what extent, is (selected disciplinary department) a welcoming place for racial and ethnic minorities?

- Very welcoming (1)
- Moderately welcoming (2)
- Not very welcoming (3)

Q7.17 Comments?

Q7.18 Have you had adverse interactions with your departmental colleagues in (selected choice) over racial or ethnic issues?

- Yes (1)
- No (2)

Display If Q2.3... Yes Is Selected AND If Q2.4... NONE Is Not Selected And Q2.3.

Q7.19 Have you had adverse interactions with your departmental colleagues in (selected disciplinary department) over racial or ethnic issues?

- Yes (1)
- No (2)

Q7.20 Do you think these adverse interactions have been detrimental to your career?

- No (1)
- Somewhat detrimental (2)
- Moderately detrimental (3)
- Very detrimental (4)

Q7.21 Do you think members of racial or ethnic minority groups receive more resources, the same amount of resources, or fewer resources than other faculty at Princeton?

- More resources (1)
- Same amount of resources (2)
- Fewer resources (3)

Q7.22 Comments?

Q8.1 Section G: Overall Assessment

Q8.2 Overall, how satisfied are you with being a faculty member at Princeton?

- Very satisfied (1)
- Somewhat satisfied (2)
- Neither satisfied nor dissatisfied (3)
- Somewhat dissatisfied (4)
- Very dissatisfied (5)

Q8.3 Would you encourage a prospective faculty member who resembles you (in academic interests, background, ability, and temperament) to accept a faculty position at Princeton?

- Strongly encourage (1)
- Somewhat encourage (2)
- Neither encourage nor discourage (3)
- Somewhat discourage (4)
- Strongly discourage (5)

Q8.4 How strongly do you agree or disagree with the following statement: "My voice is heard within the University."

- Strongly agree (1)
- Somewhat agree (2)
- Neither agree nor disagree (3)
- Somewhat disagree (4)
- Strongly disagree (5)

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Q8.5 How strongly do you agree or disagree with the following statement: "My voice is heard within (selected choice)."

- Strongly agree (1)
- Somewhat agree (2)
- Neither agree nor disagree (3)
- Somewhat disagree (4)
- Strongly disagree (5)

Display If Q2.3... Yes Is Selected AND If Q2.4... NONE Is Not Selected And Q2.3.

Q8.6 How strongly do you agree or disagree with the following statement: "My voice is heard within (selected disciplinary department)."

- Strongly agree (1)
- Somewhat agree (2)
- Neither agree nor disagree (3)
- Somewhat disagree (4)
- Strongly disagree (5)

Q9.1 Section H: Questions About You

Q9.2 In what year did you earn your highest degree?

- 1950 - 1959 (1)
- 1960 - 1969 (2)
- 1970 - 1979 (3)
- 1980 - 1989 (4)
- 1990 - 1999 (5)
- 2000 - 2009 (6)
- 2010 - 2012 (7)

Q9.3 How many years have you been at Princeton in a full-time faculty position?

- 0 - 6 years (1)
- 7 - 12 years (2)
- 13 – 18 years (3)
- 18 or more years (4)

Q9.4 What is your gender?

- Male (1)
- Female (2)
- Transgender (3)
- Another Identity (4) _____
- Prefer not to answer (5)

Q9.5 What is your sexual orientation?

- Bisexual (1)
- Gay (2)
- Lesbian (3)
- Heterosexual (4)
- Questioning (5)
- Another identity (6) _____
- Prefer not to answer (7)

Q9.6 What is your primary racial identity?

- American Indian, or Alaskan Native (1)
- Native Hawaiian or other Pacific Islander (2)
- Asian (including Indian subcontinent and Philippines) (3)
- Black or African American (including Africa or Caribbean) (4)
- Hispanic or Latino (including South America, Central America or Cuba) (5)
- White (including Middle East and North Africa) (6)
- Biracial or multiracial (7)
- Prefer not to answer (8)

Q9.7 Please select any other racial identities, if applicable (select all that apply).

- American Indian, or Alaskan Native (1)
- Native Hawaiian or other Pacific Islander (2)
- Asian (including Indian subcontinent and Philippines) (3)
- Black or African American (including Africa or Caribbean) (4)
- Hispanic or Latino (including South America, Central America or Cuba) (5)
- White (including Middle East and North Africa) (6)
- Biracial or multiracial (7)

Q9.8 Were you born in the United States?

- Yes (1)
- No (2)

Q9.9 How old were you when you moved to the U.S.?

- Less than 5 years old (1)
- 5 - 9 years old (2)
- 10 - 14 years old (3)
- 15 - 20 years old (4)
- Older than 20 years (5)

Q9.10 Are you a U.S. military veteran?

- Yes (1)
- No (2)

Q9.11 What is your current religious affiliation?

- Baptist (1)
- Buddhist (2)
- Christian Church (Disciples of Christ) (3)
- Church of Christ (4)
- Eastern Orthodox (5)
- Episcopalian (6)
- Evangelical Christian (7)
- Hindu (8)
- Jewish (9)
- Jain (10)
- LDS (Mormon) (11)
- Lutheran (12)
- Methodist (13)
- Muslim (14)
- Pagan (15)
- Presbyterian (16)
- Quaker (17)
- Roman Catholic (18)
- Secular Humanist (19)
- Sikh (20)
- United Church of Christ (21)
- Zoroastrian (22)
- Other Religion (23) _____
- No particular religion (24)
- Agnostic (25)
- Atheist (26)
- None (27)

Q9.12 What is the highest level of education completed by either of your parents?

- Elementary school (1)
- Middle school (2)
- High school (3)
- Bachelor's degree (4)
- Master's degree (5)
- Professional degree (e.g. medical or legal degree) (6)
- Doctoral degree (7)

Q10.1 LAST PAGE! We have three remaining open-ended questions. If you would prefer to conclude your survey now, simply scroll to the bottom of the page and click submit. If you would prefer to give this page some consideration before answering, DO NOT finish the survey by clicking the submit button. You may return to your survey any time before May 28 in order to complete this last section.

Q10.2 WOULD YOU LIKE TO PROVIDE ADDITIONAL COMMENTS ON ANY OF THE ISSUES RAISED IN THIS SURVEY?

Q10.3 ARE THERE ISSUES NOT RAISED IN THIS SURVEY ON WHICH YOU WOULD LIKE TO COMMENT?

Q10.4 If YOU COULD MAKE ONE SUGGESTION TO THE PRINCETON PRESIDENT AND BOARD OF TRUSTEES TO IMPROVE FACULTY LIFE AT PRINCETON, WHAT WOULD IT BE?