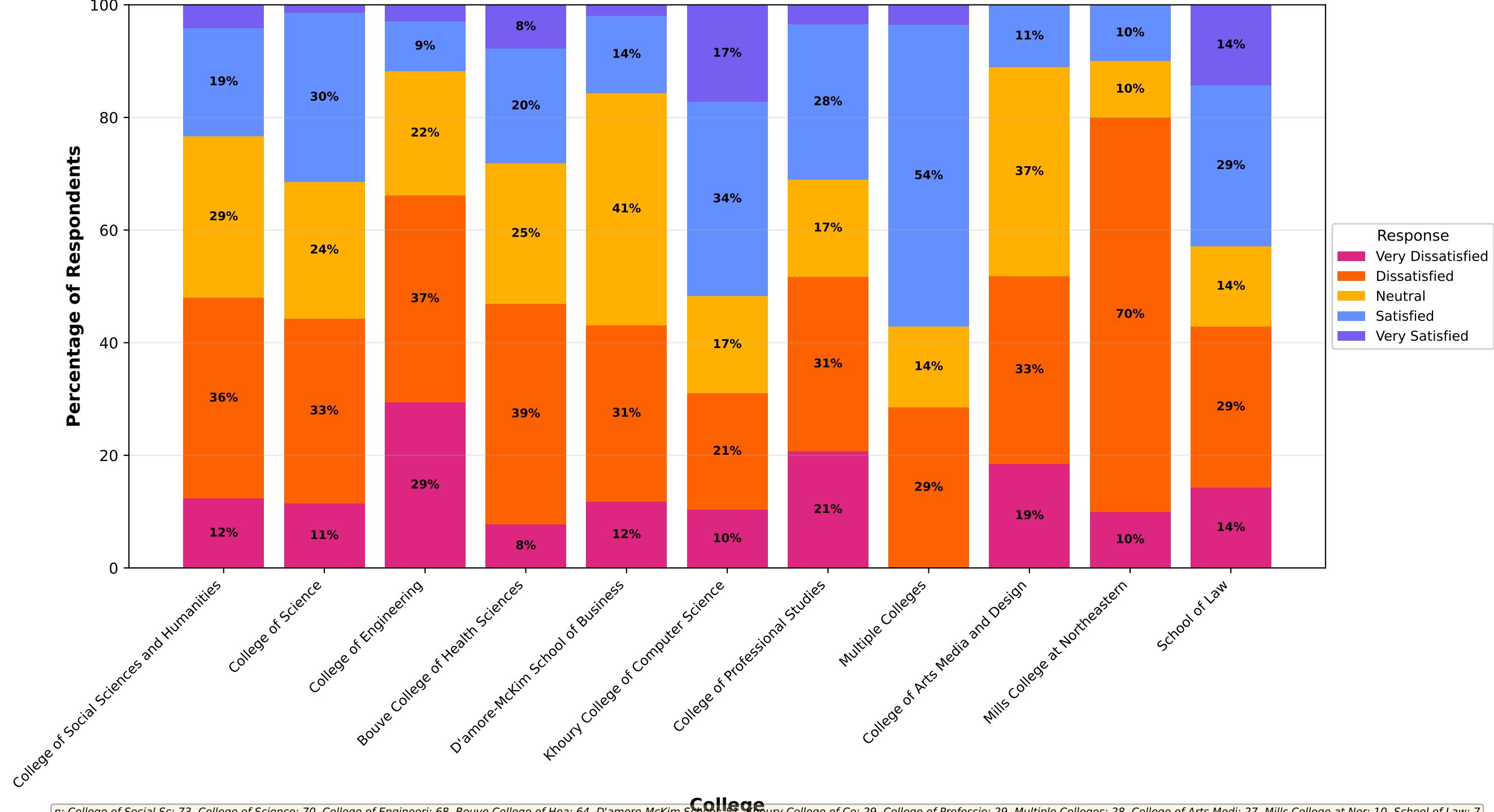
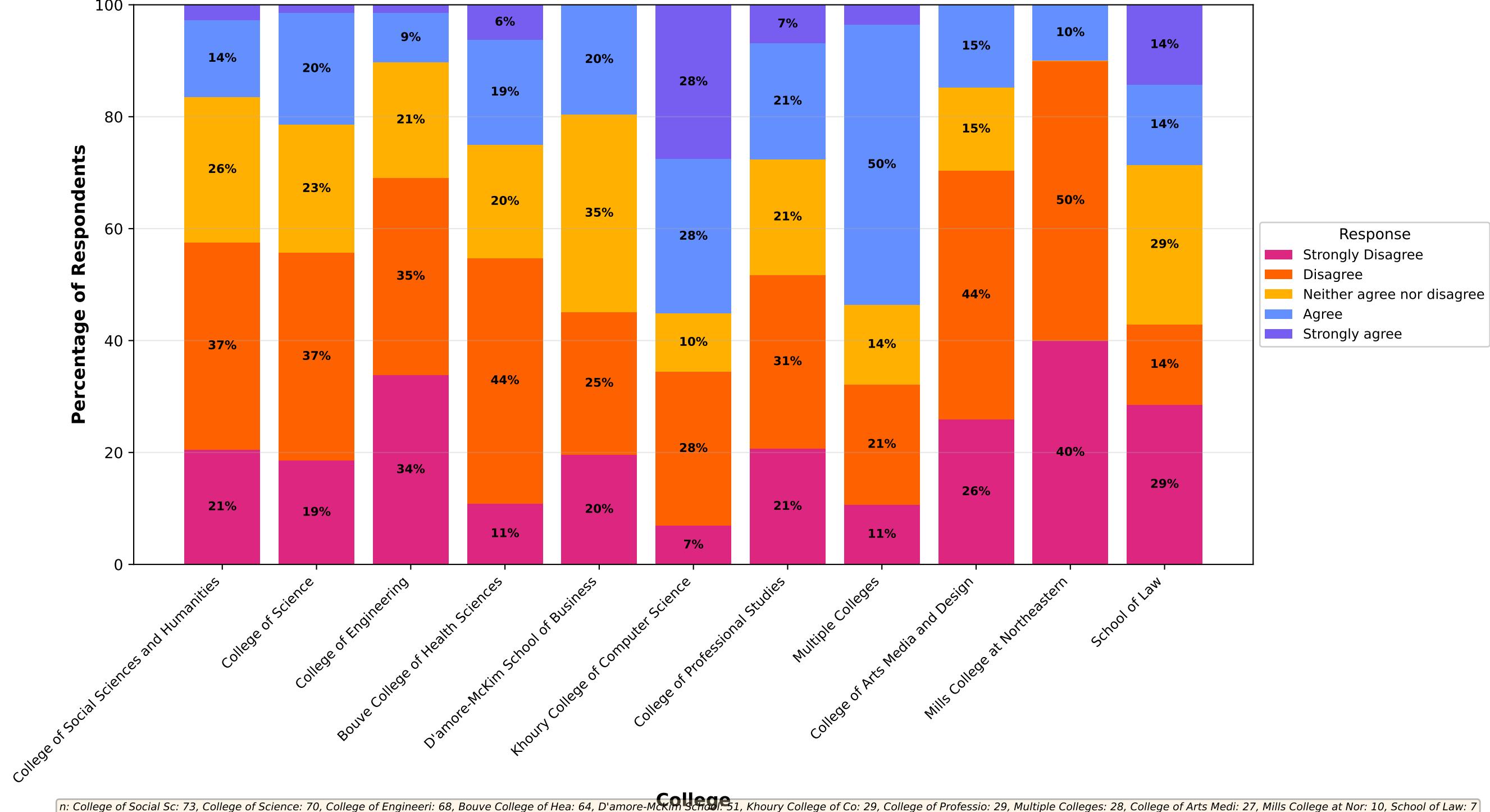


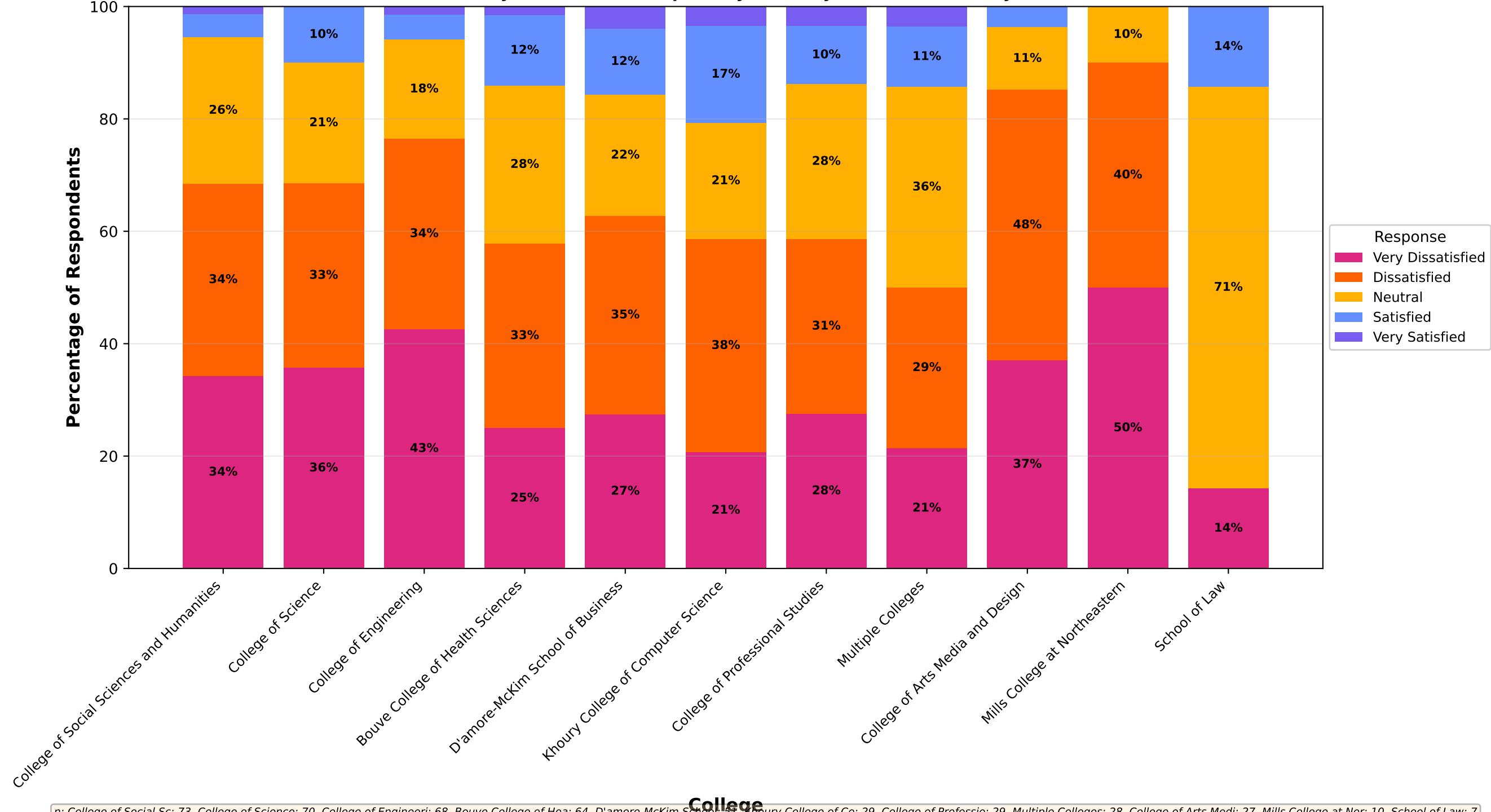
Q4: How satisfied are you with your current salary?



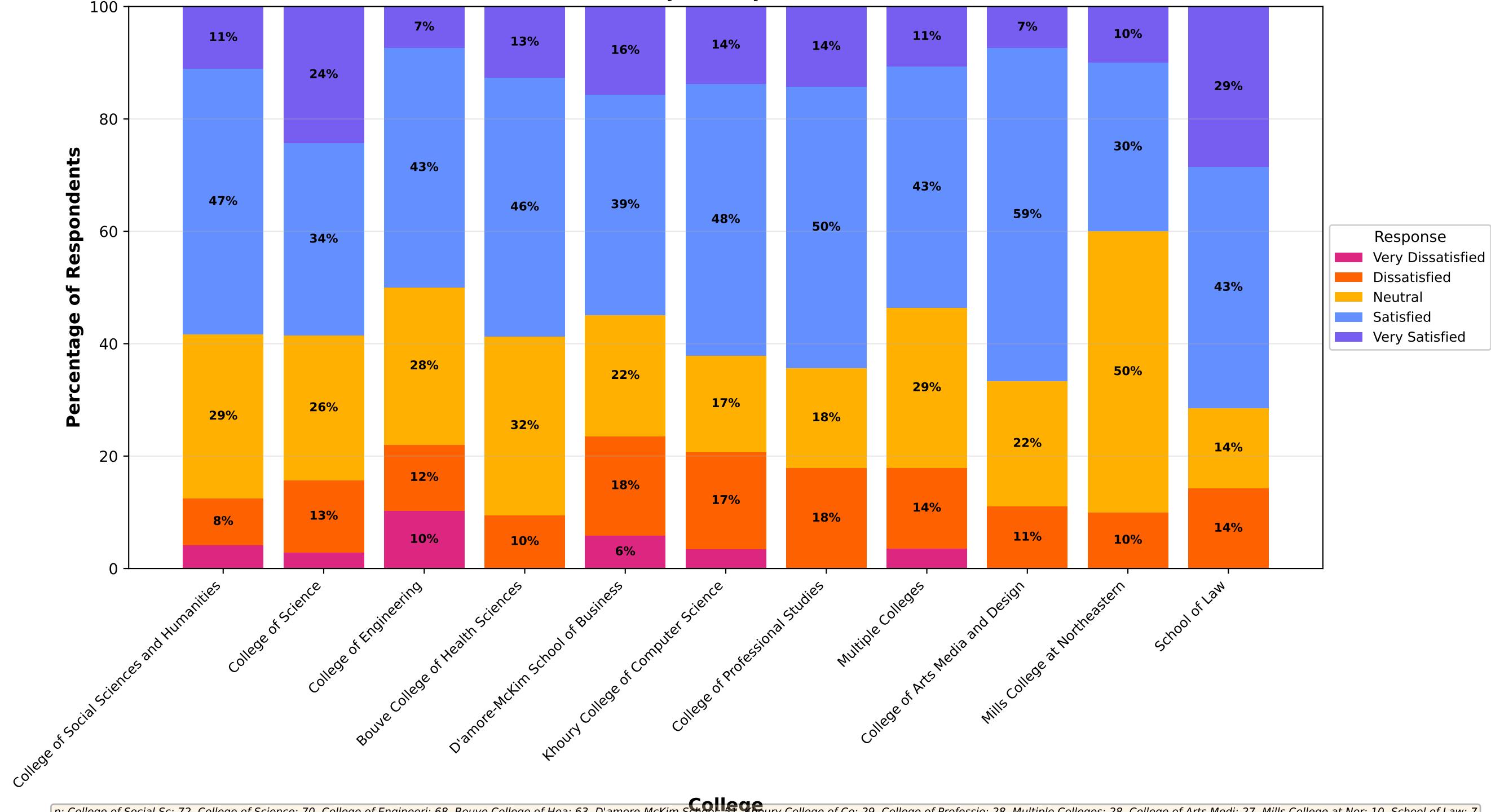
Q5: To what extent do you agree: My salary is competitive compared to similar positions at peer insti...



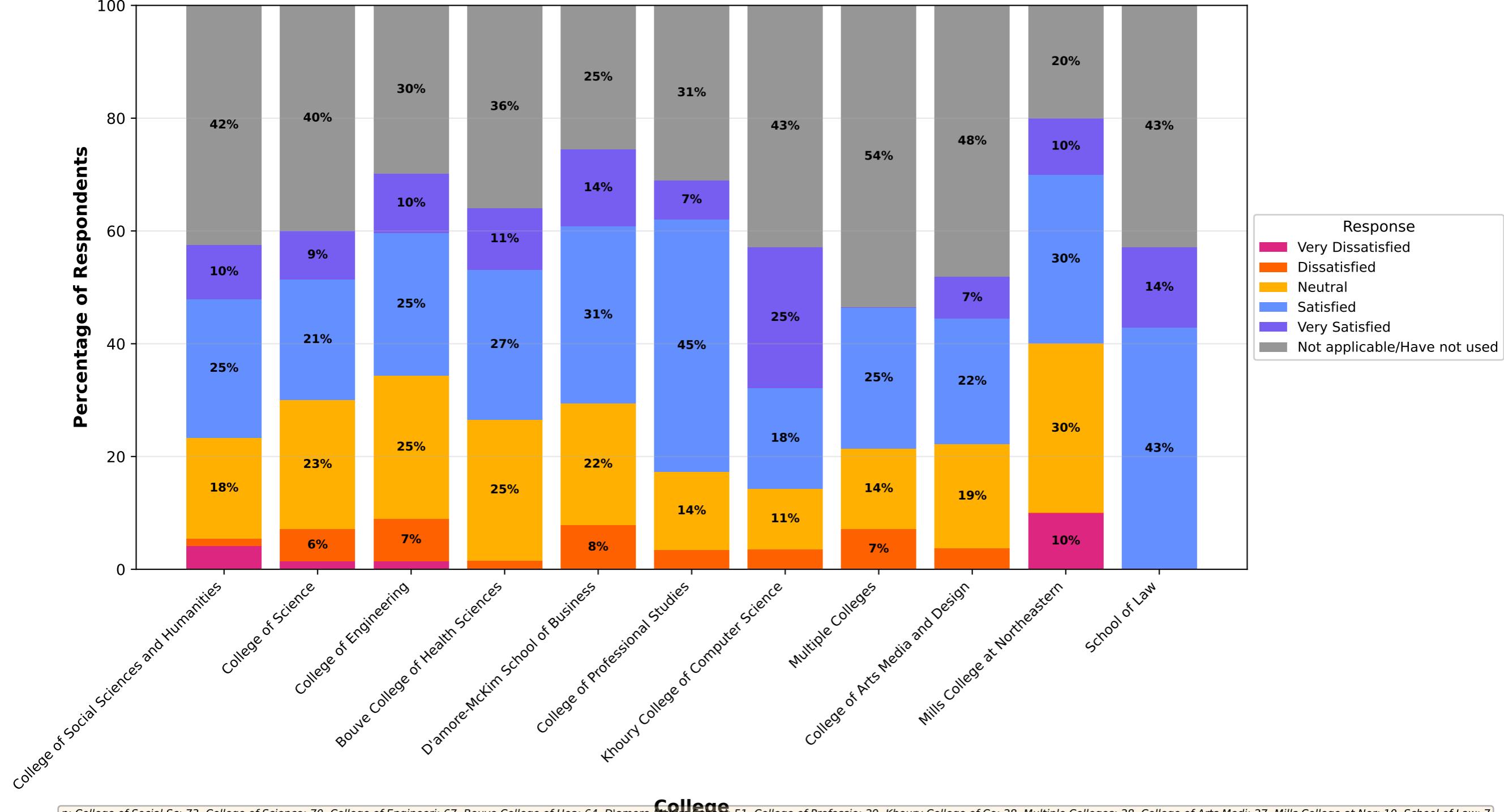
Q6: How satisfied are you with the transparency of salary determination at your institution?



Q7: How satisfied are you with your healthcare benefits?

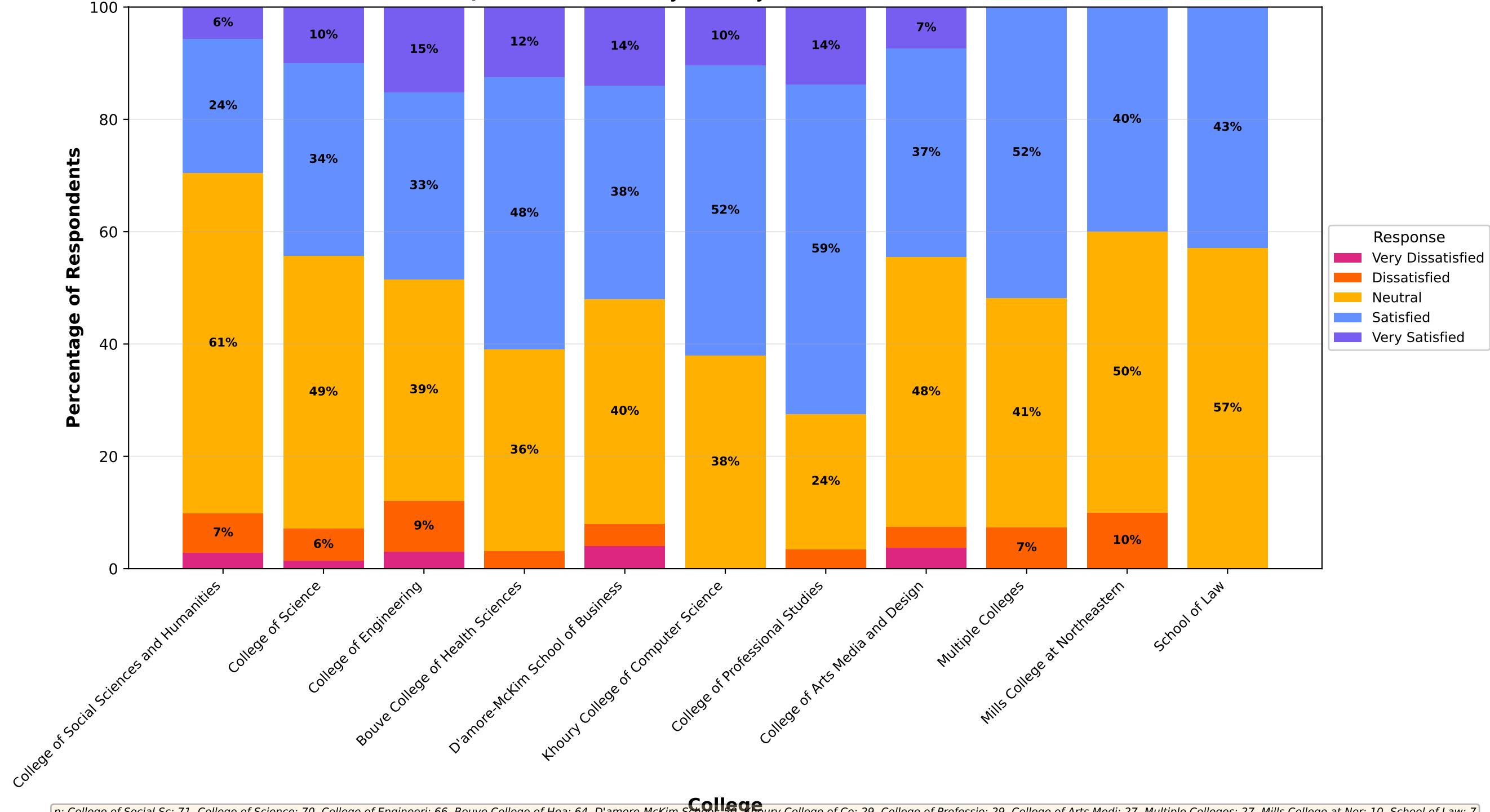


Q8: How satisfied are you with your family leave benefits?

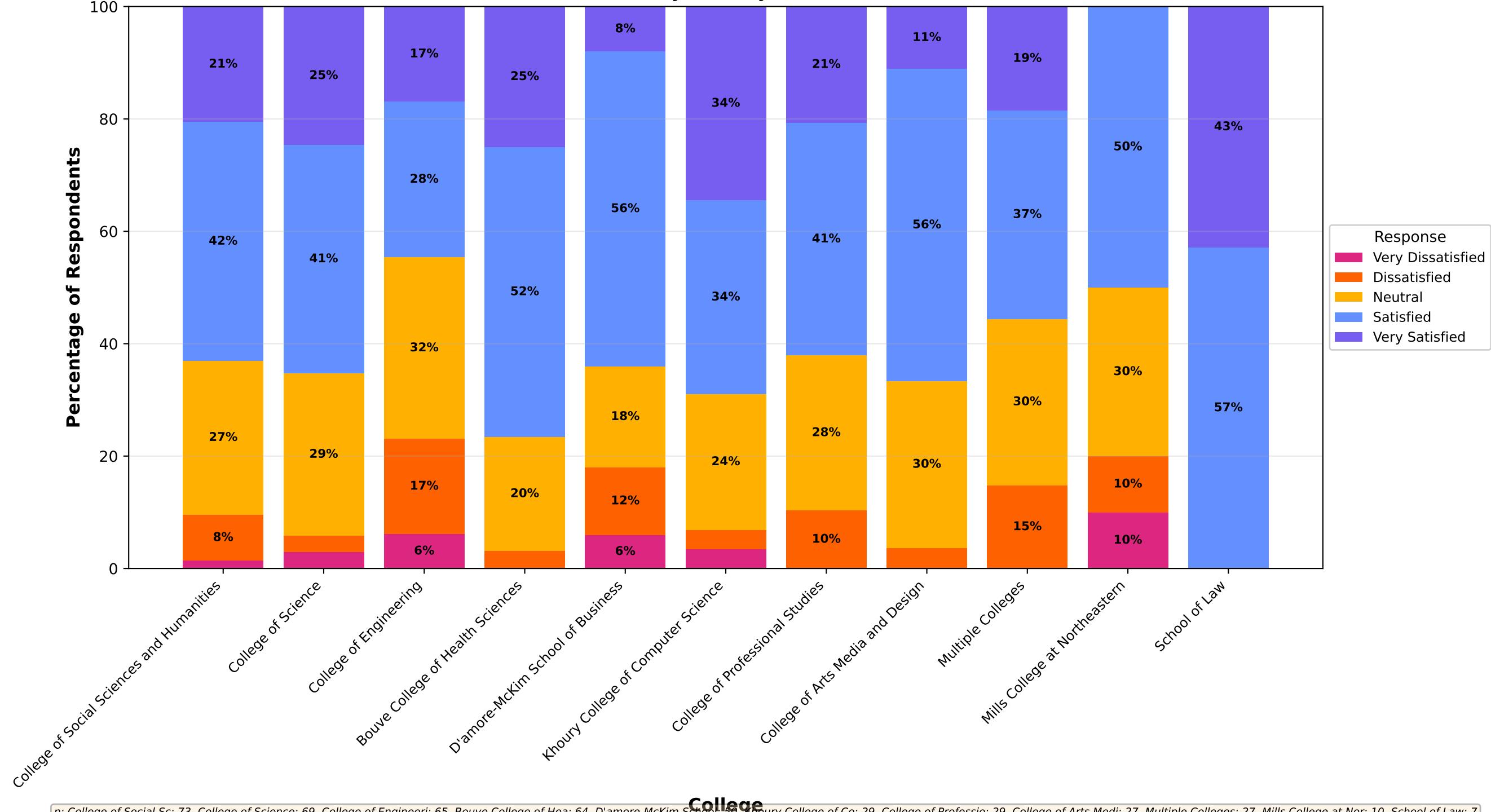


n: College of Social Sc: 73, College of Science: 70, College of Engineeri: 67, Bouve College of Hea: 64, D'amore-McKim School: 51, College of Professio: 29, Khoury College of Co: 28, Multiple Colleges: 28, College of Arts Medi: 27, Mills College at Nor: 10, School of Law: 7

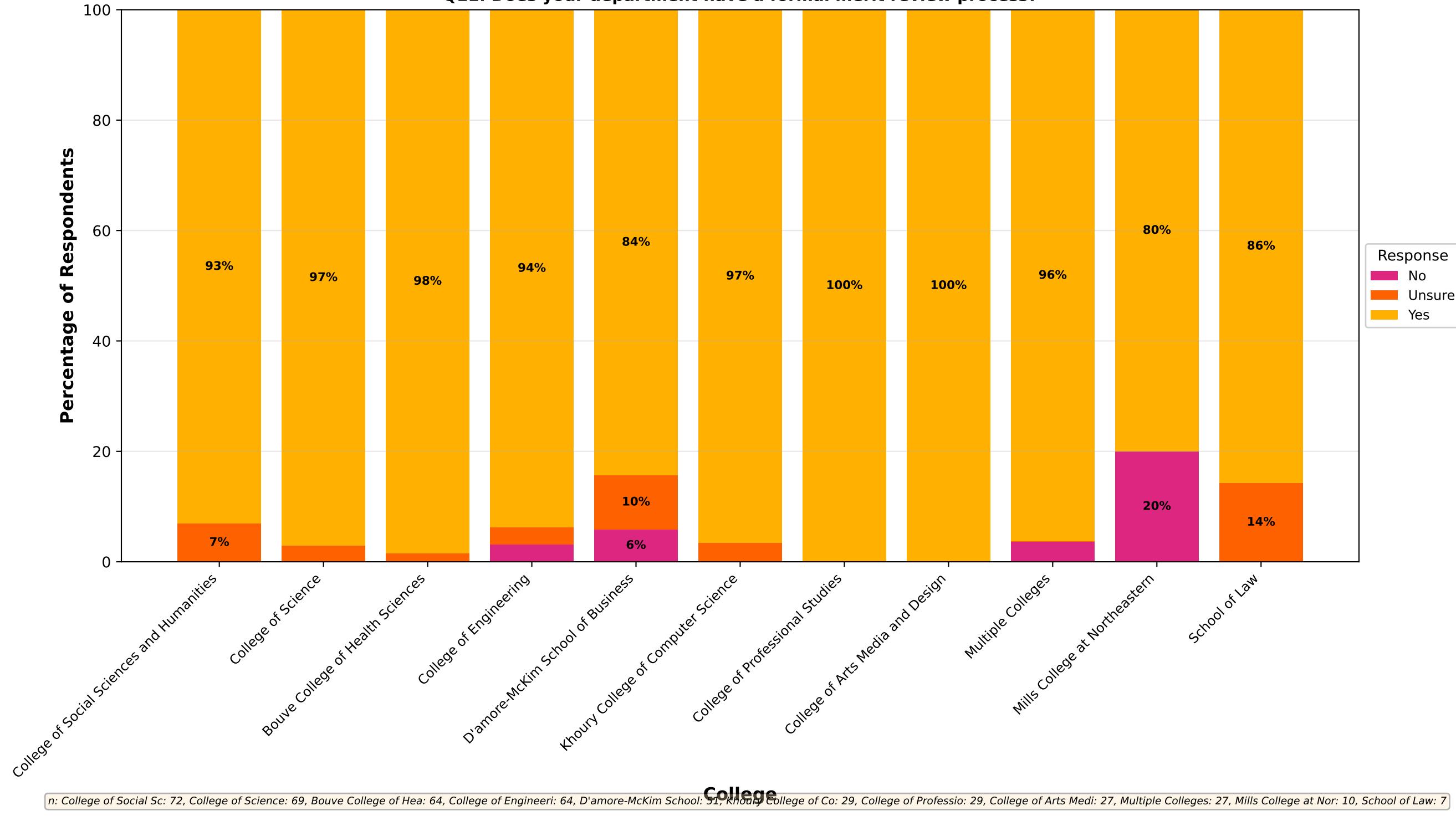
Q9: How satisfied are you with your sick leave benefits?



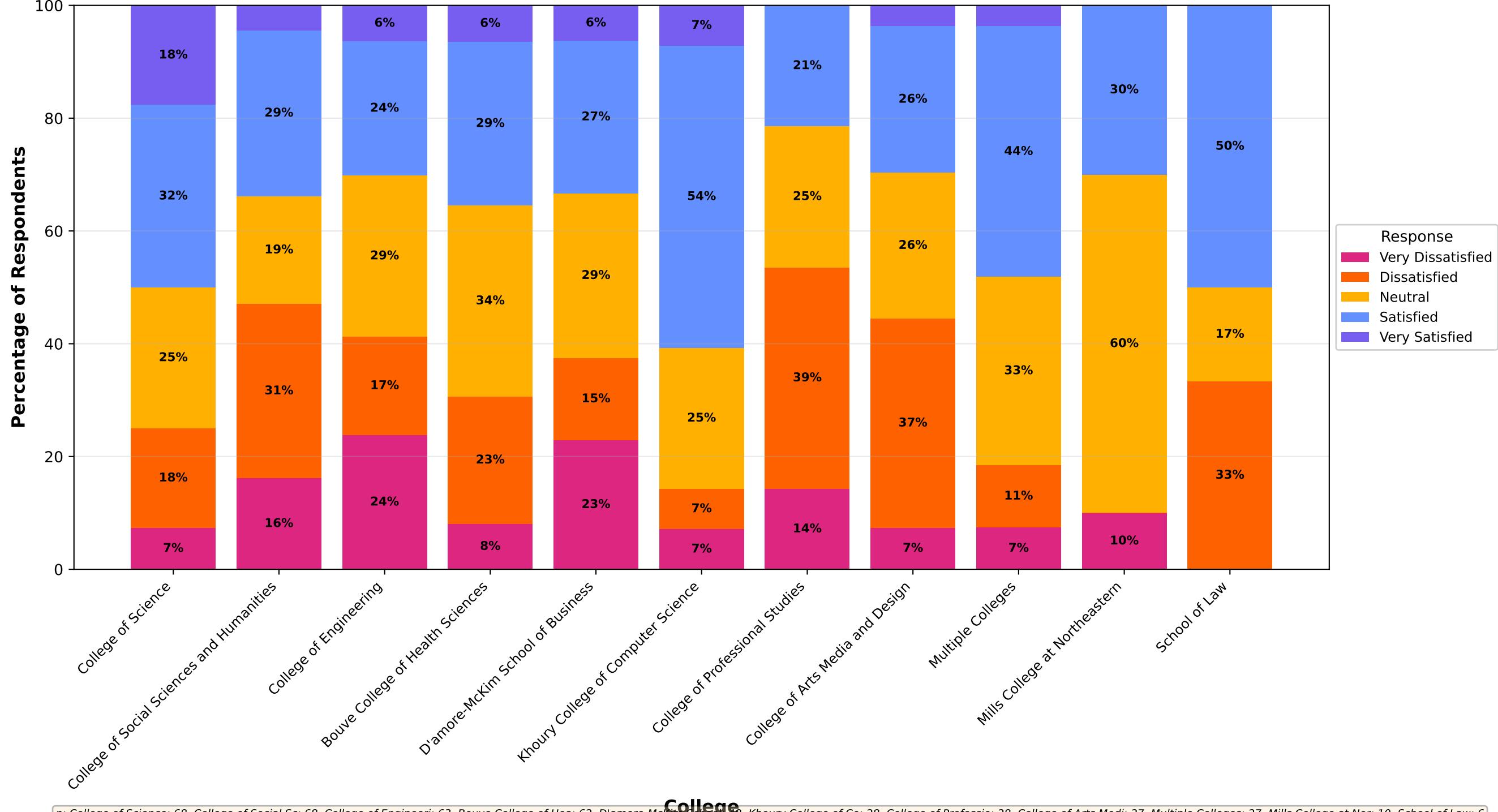
Q10: How satisfied are you with your retirement benefits?



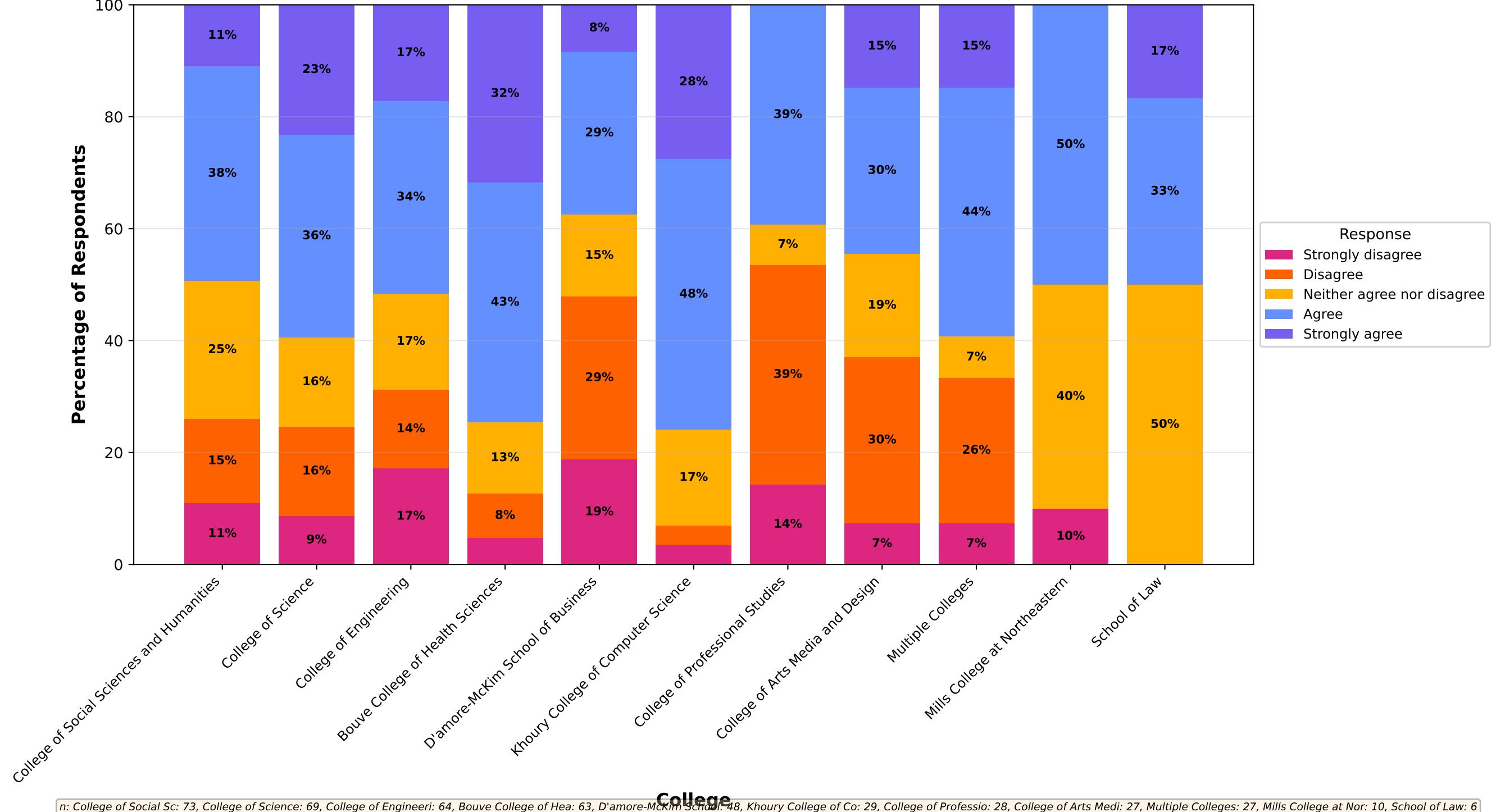
Q11: Does your department have a formal merit review process?



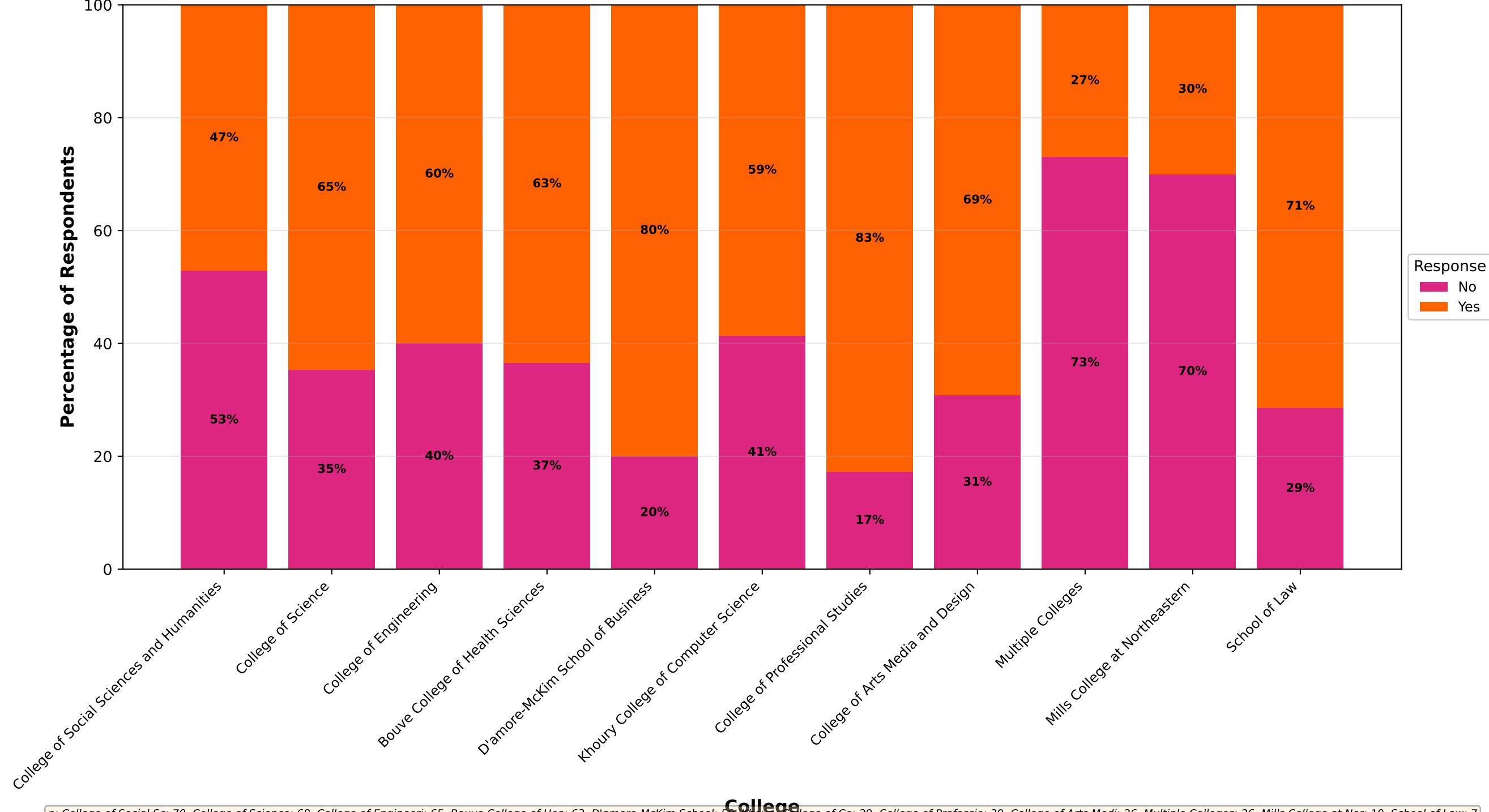
Q13: How satisfied are you with your department's merit review process?



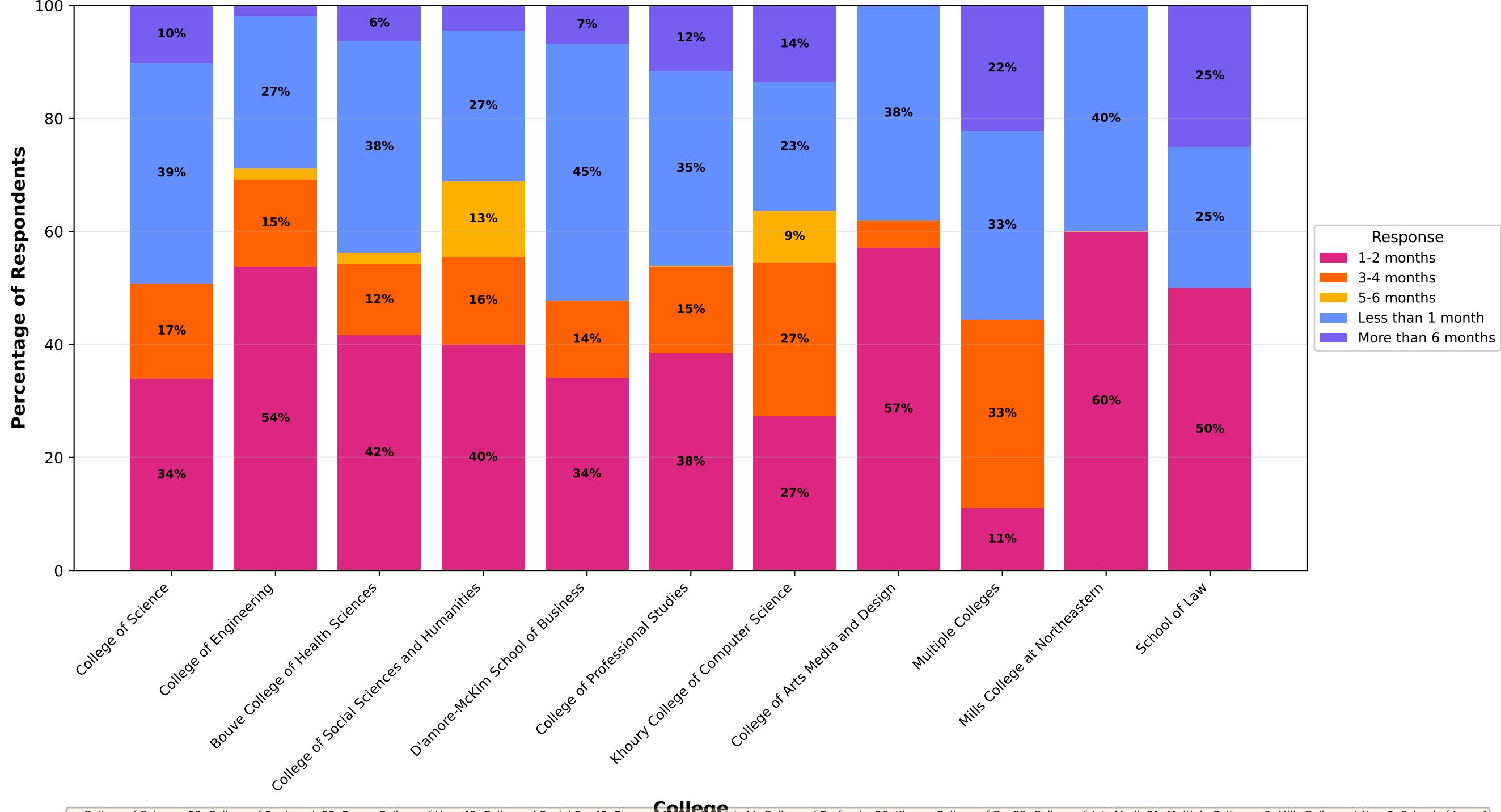
Q14: To what extent do you agree: The merit review criteria are clearly communicated at the department...



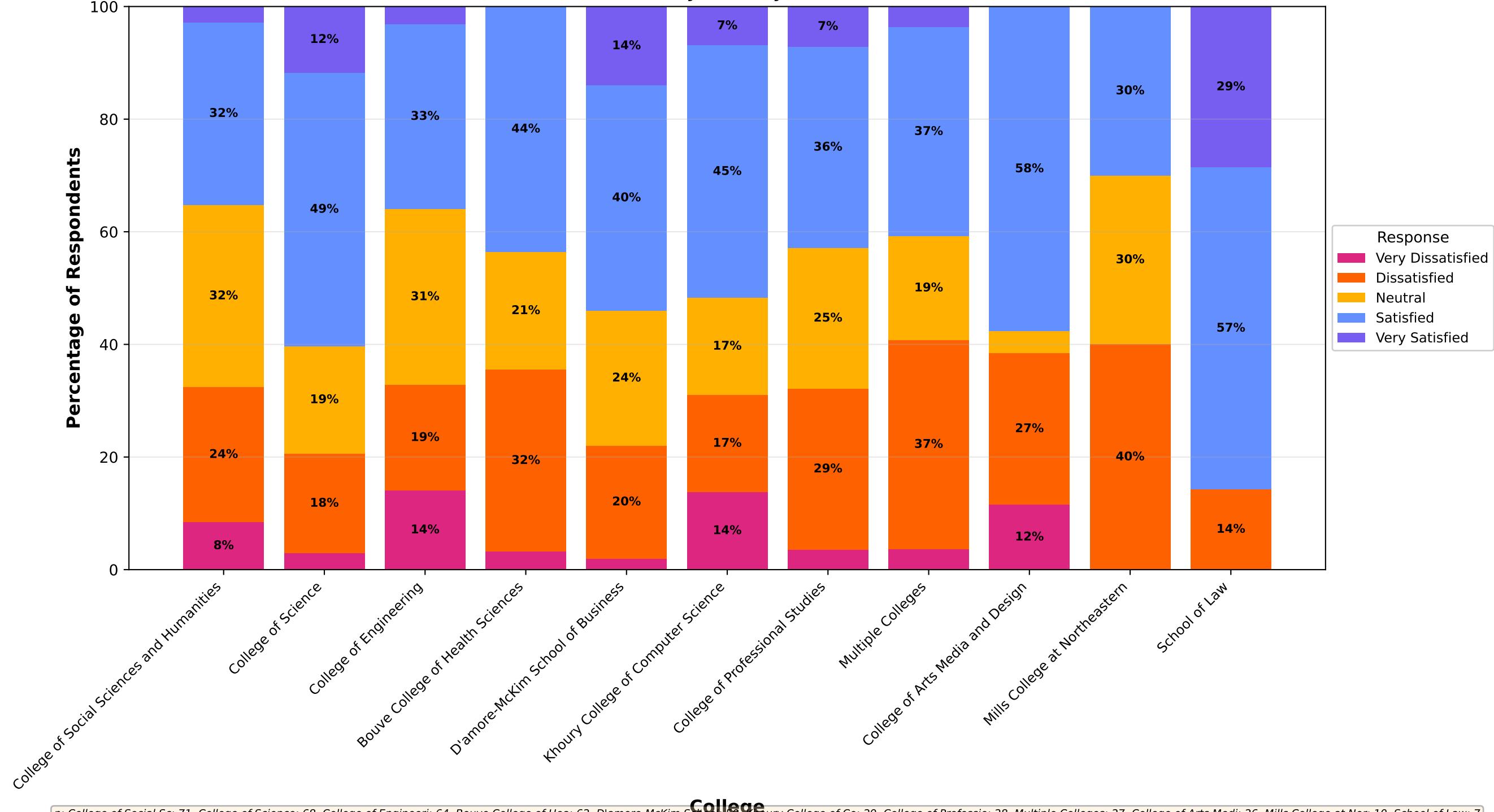
Q15: Do you receive a contract every year?



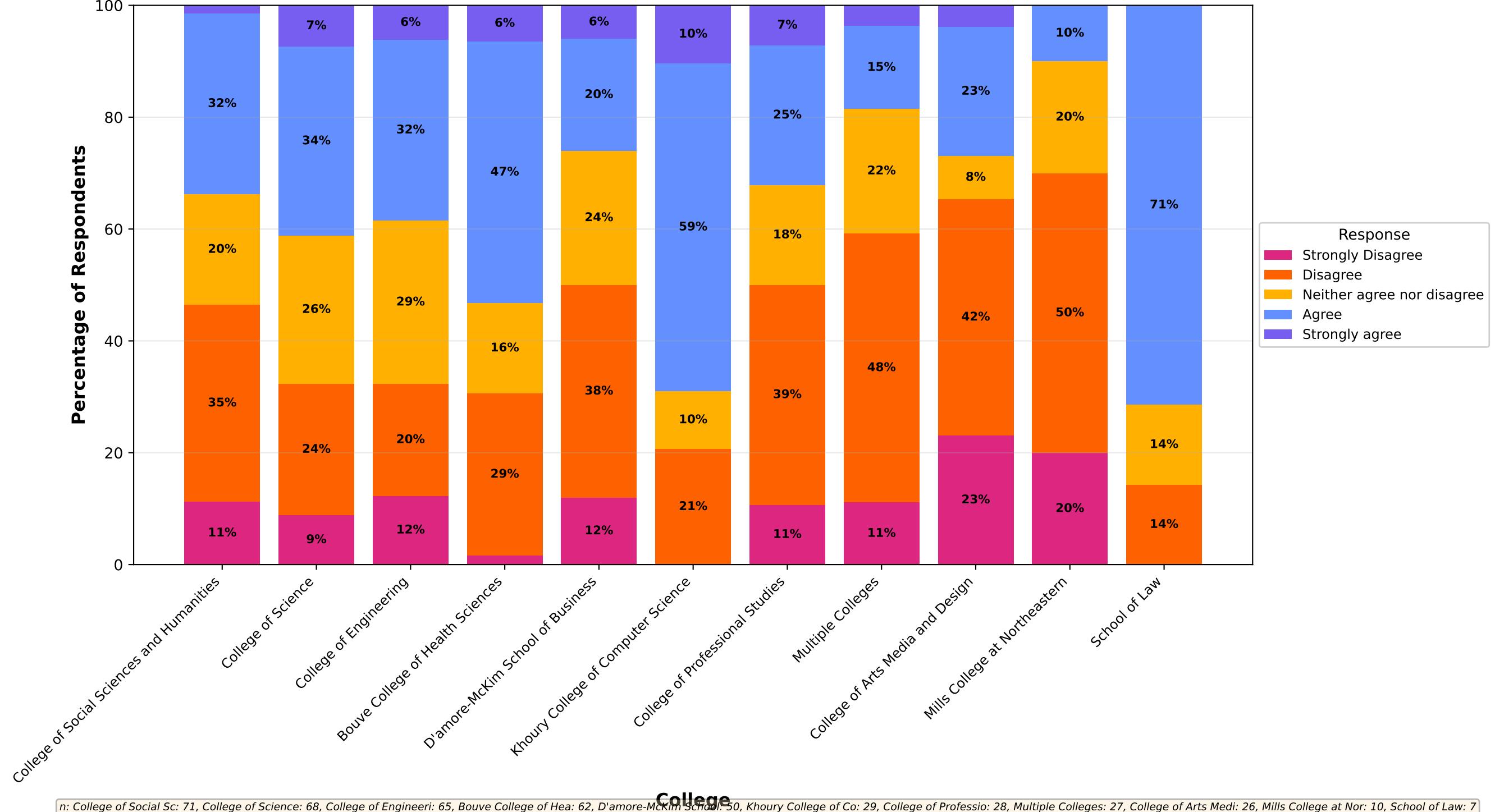
Q16: How far in advance do you typically receive notification of contract renewal?



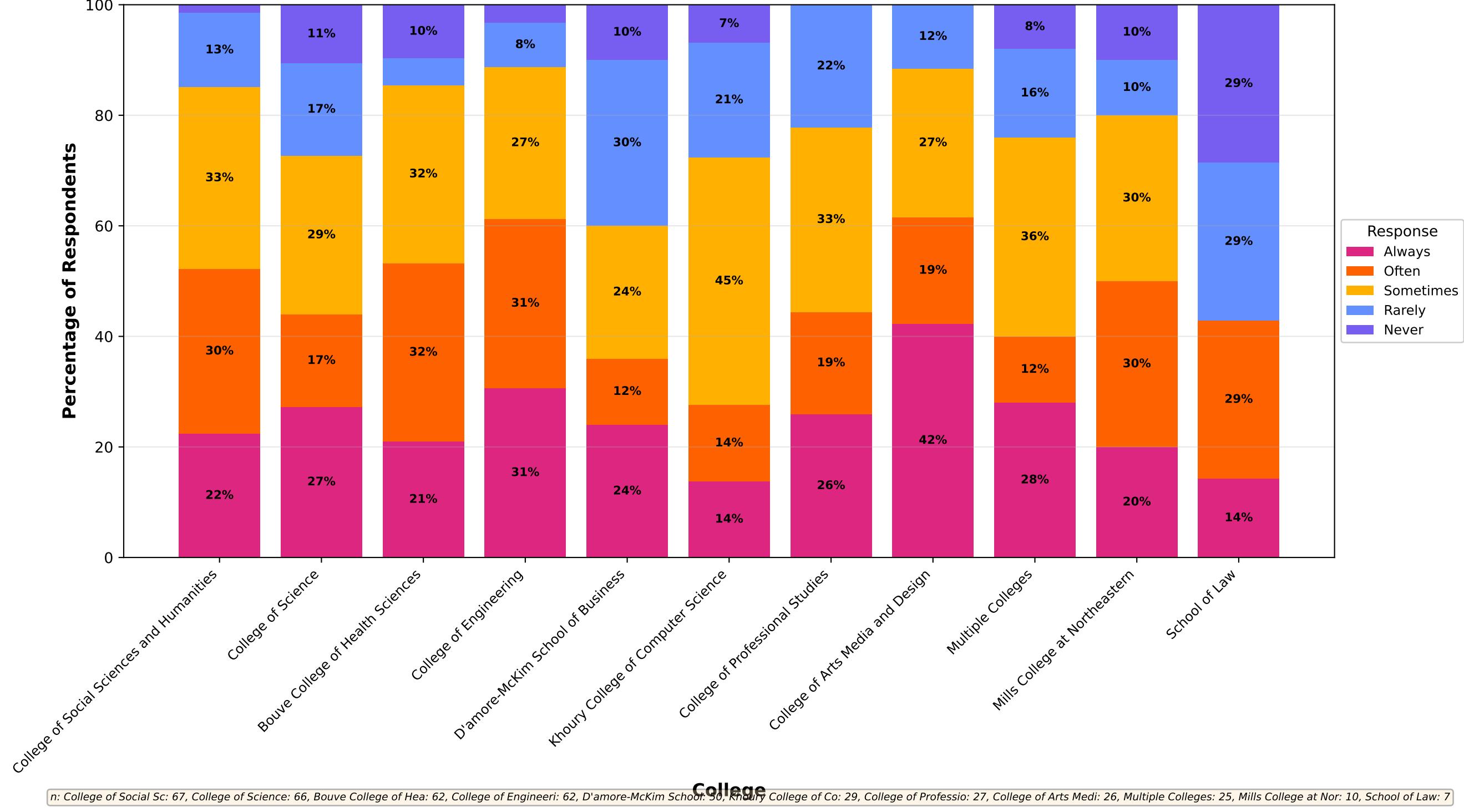
Q17: How satisfied are you with your overall workload?



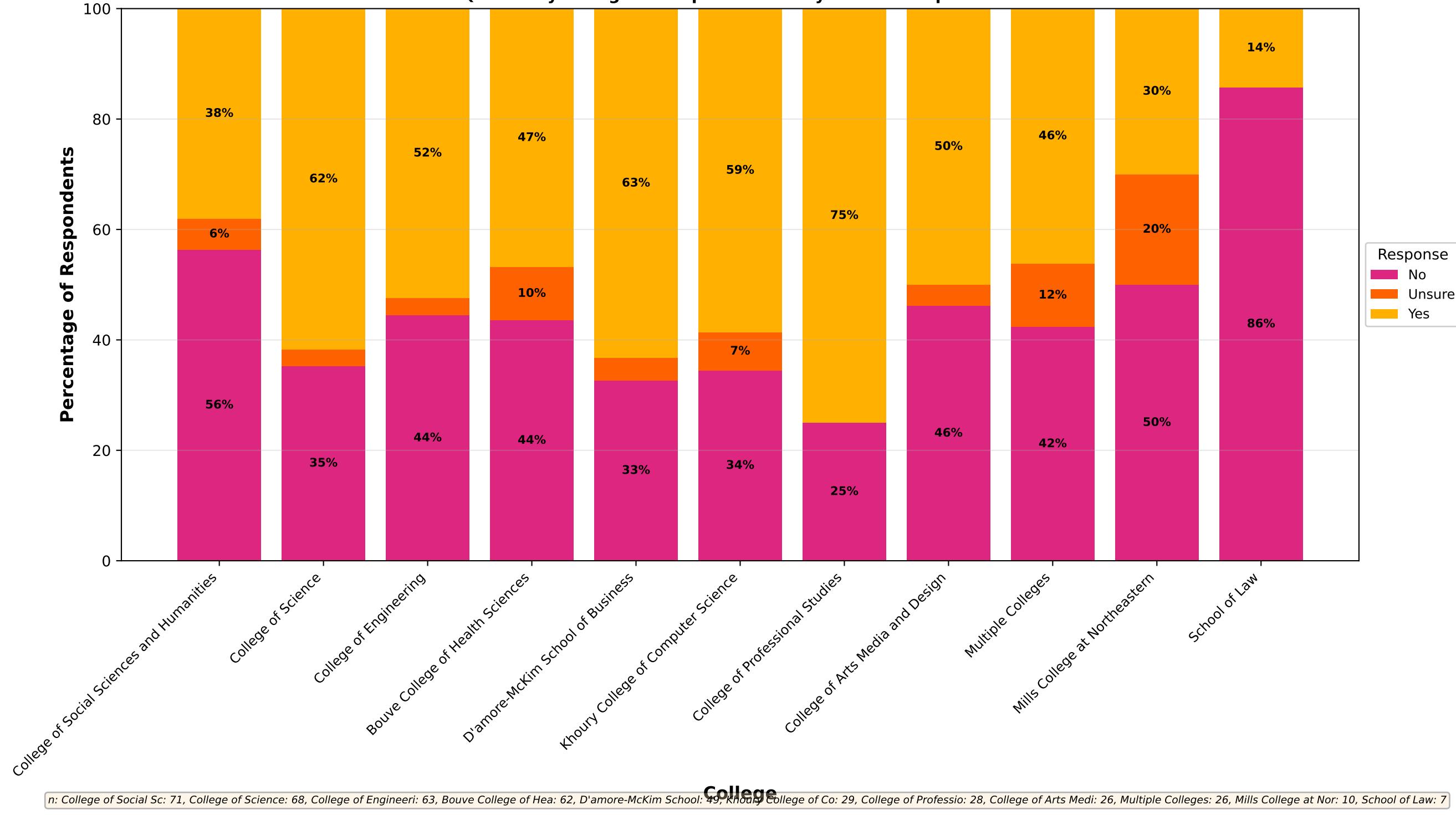
Q19: To what extent do you agree: My service expectations are clearly defined.



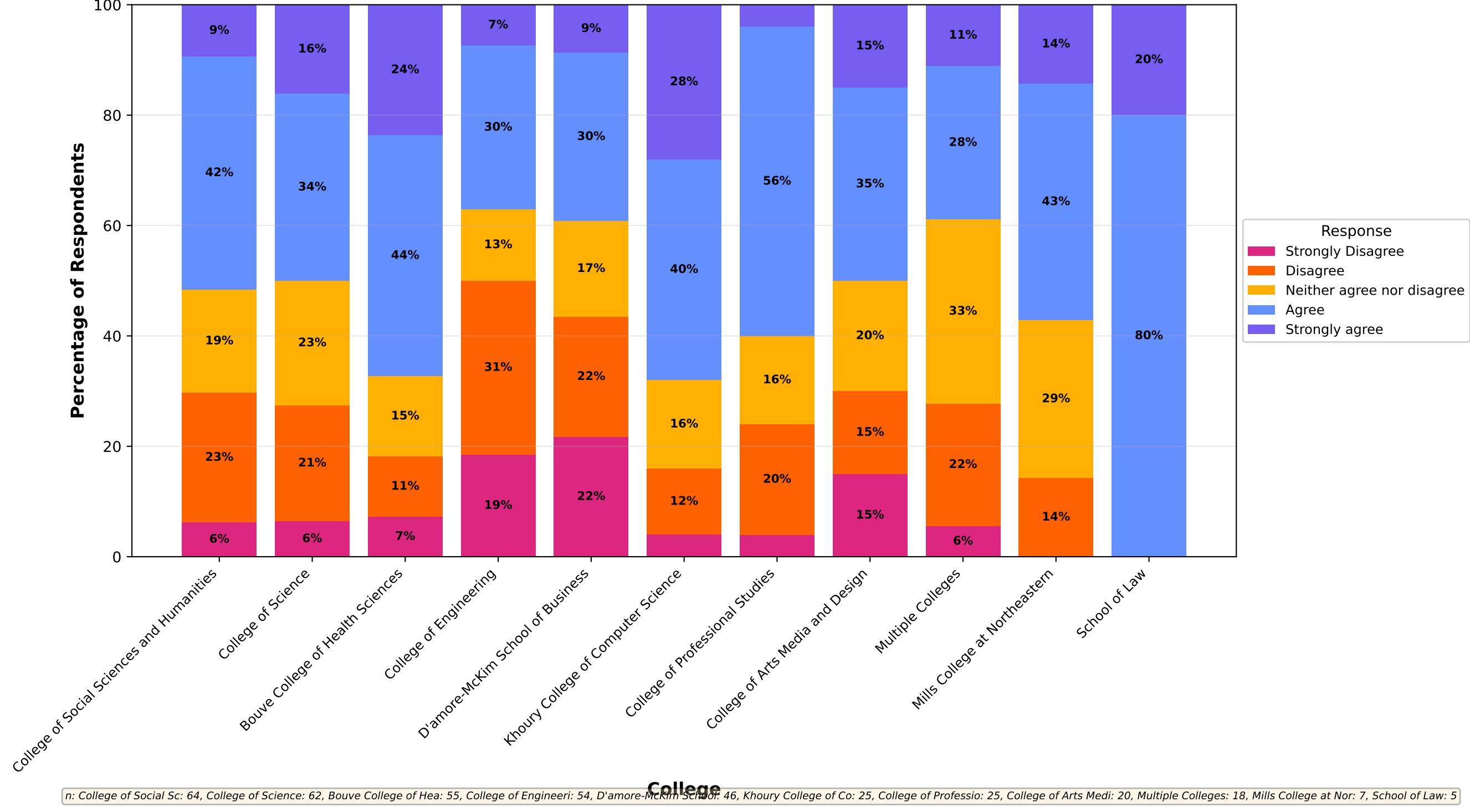
Q20: How often does your workload exceed what is specified in your contract?



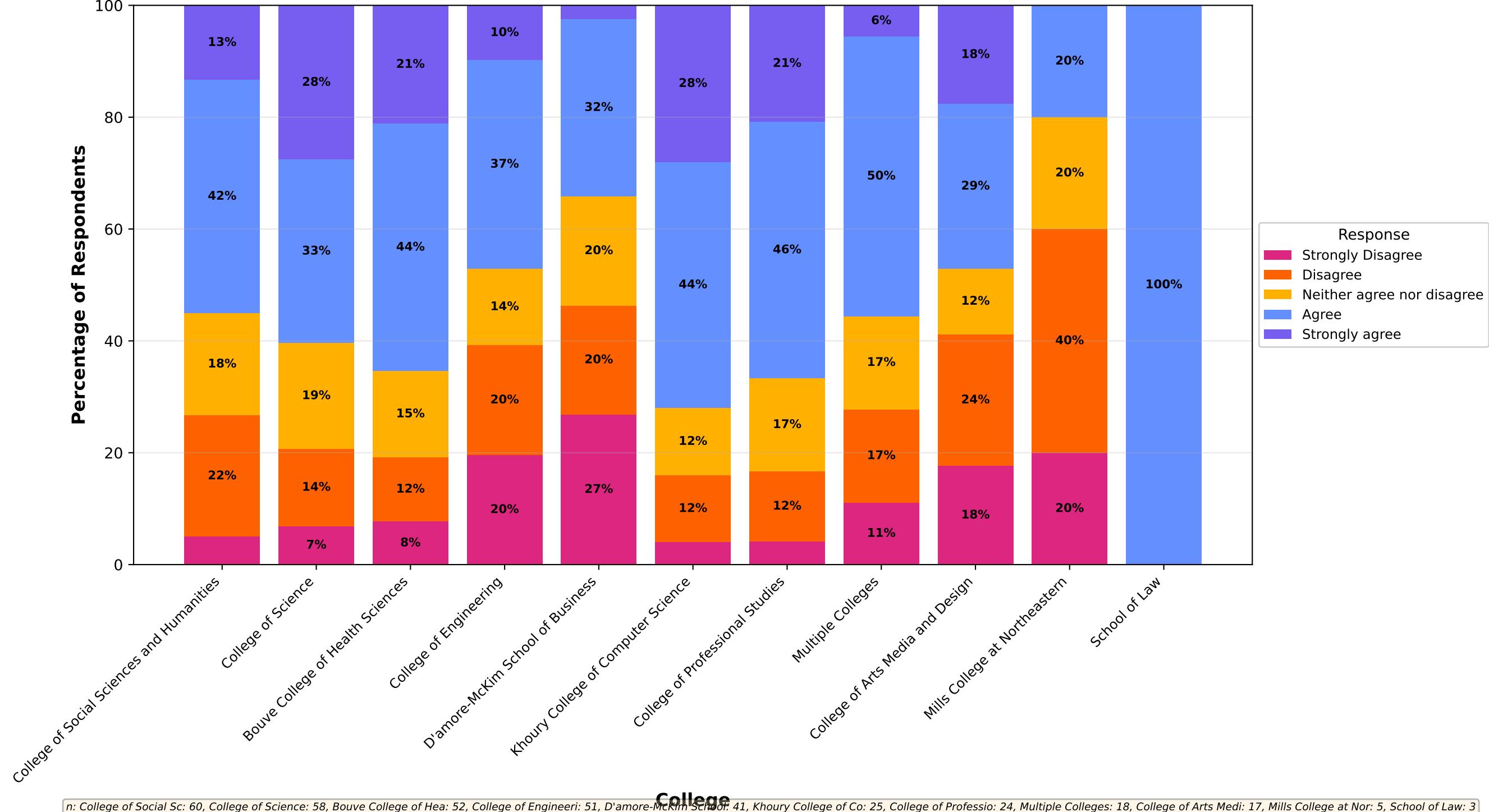
Q21: Are you eligible for promotion in your current position?



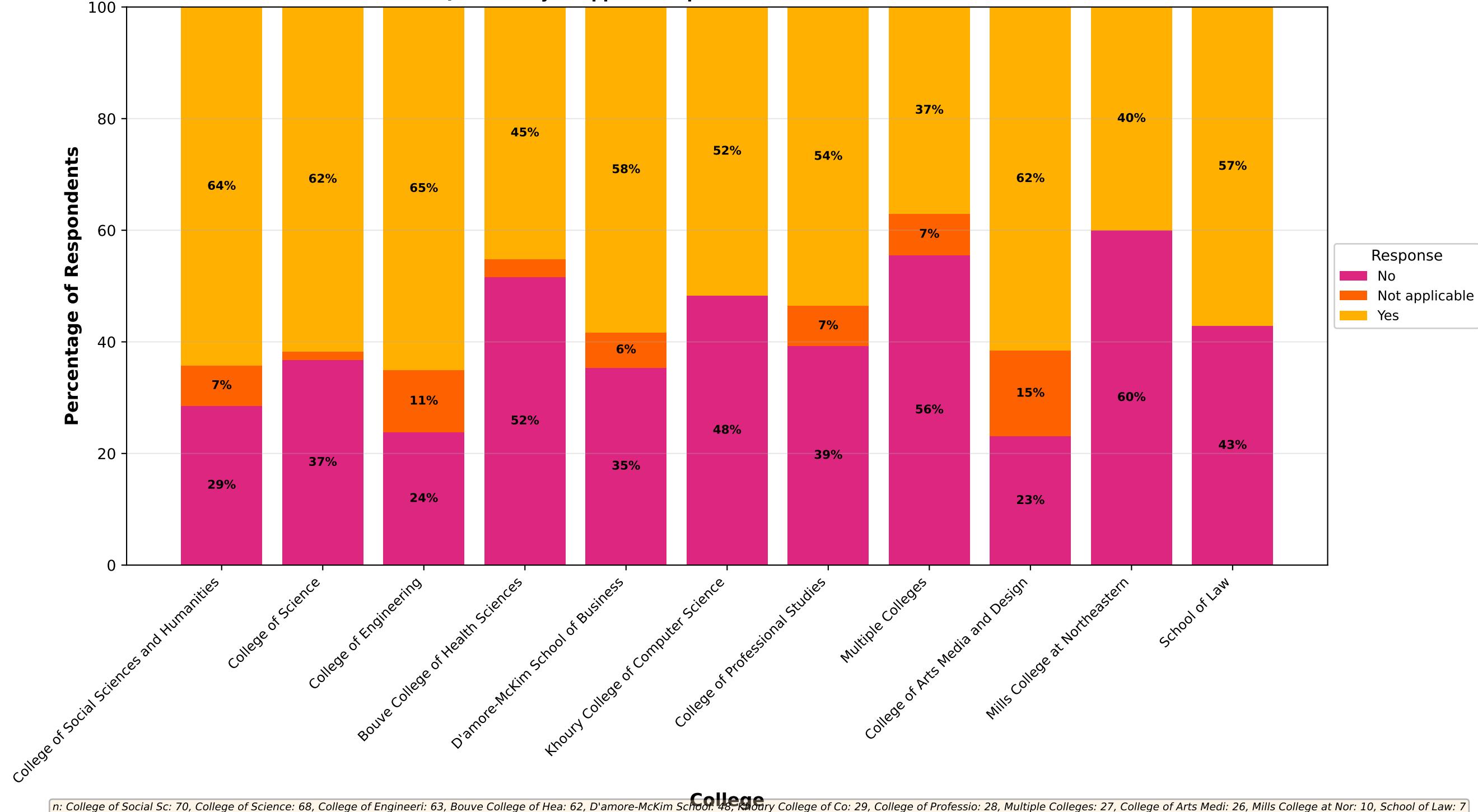
Q22: To what extent do you agree: The eligibility requirements for promotion are clearly communicated.



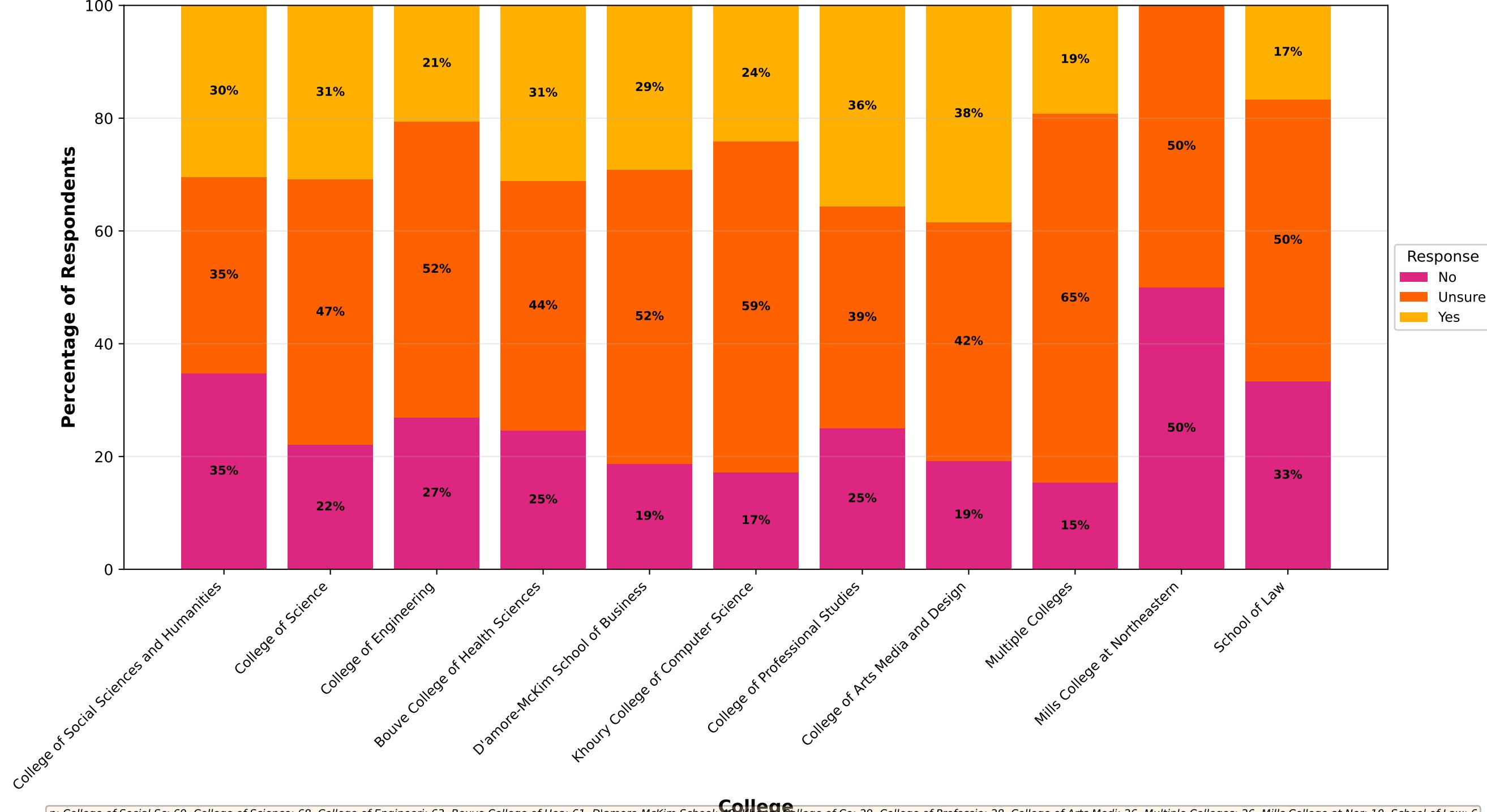
Q23: To what extent do you agree: I receive adequate guidance for pursuing promotion.



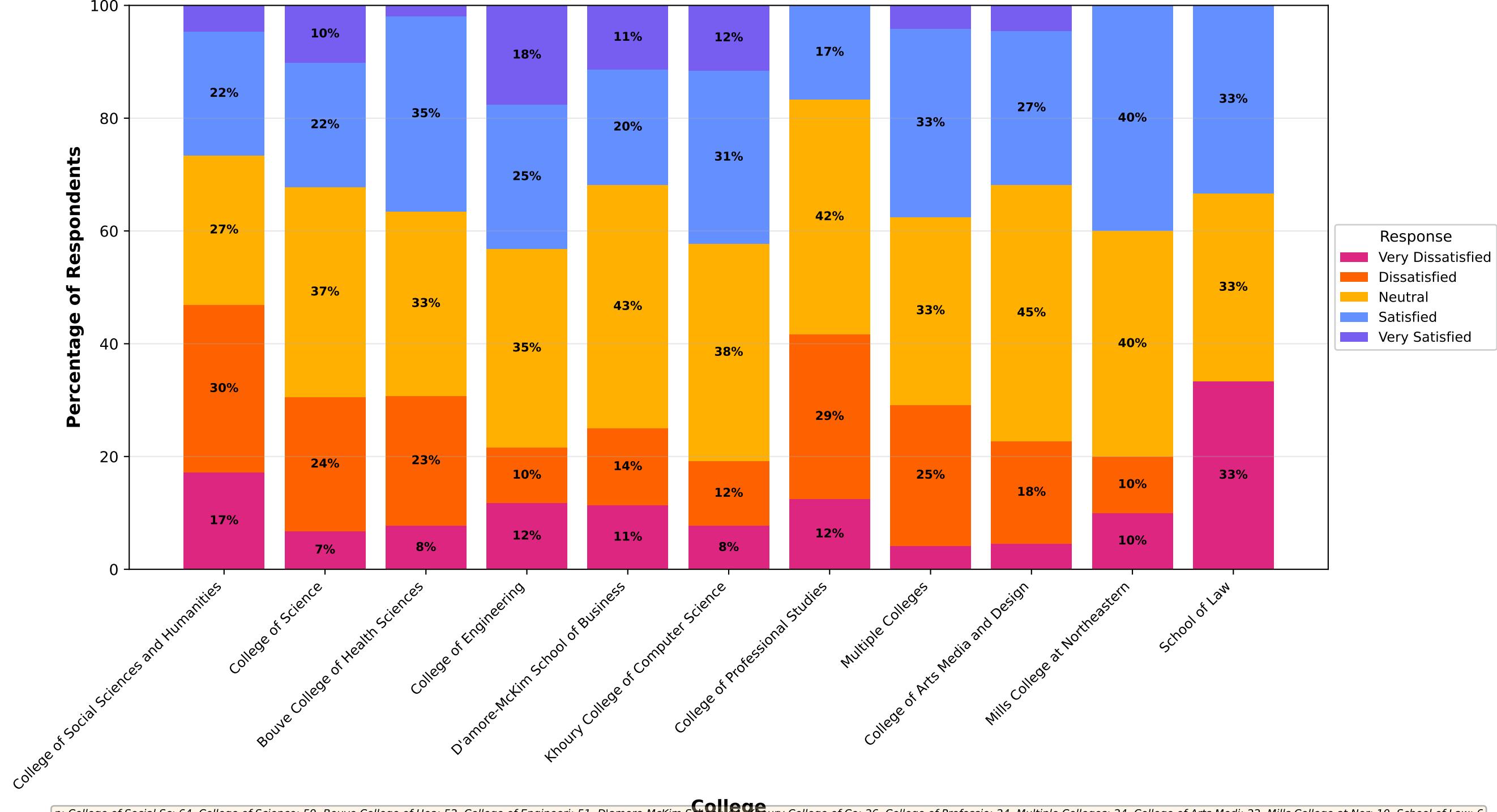
Q24: Have you applied for promotion while at this institution?



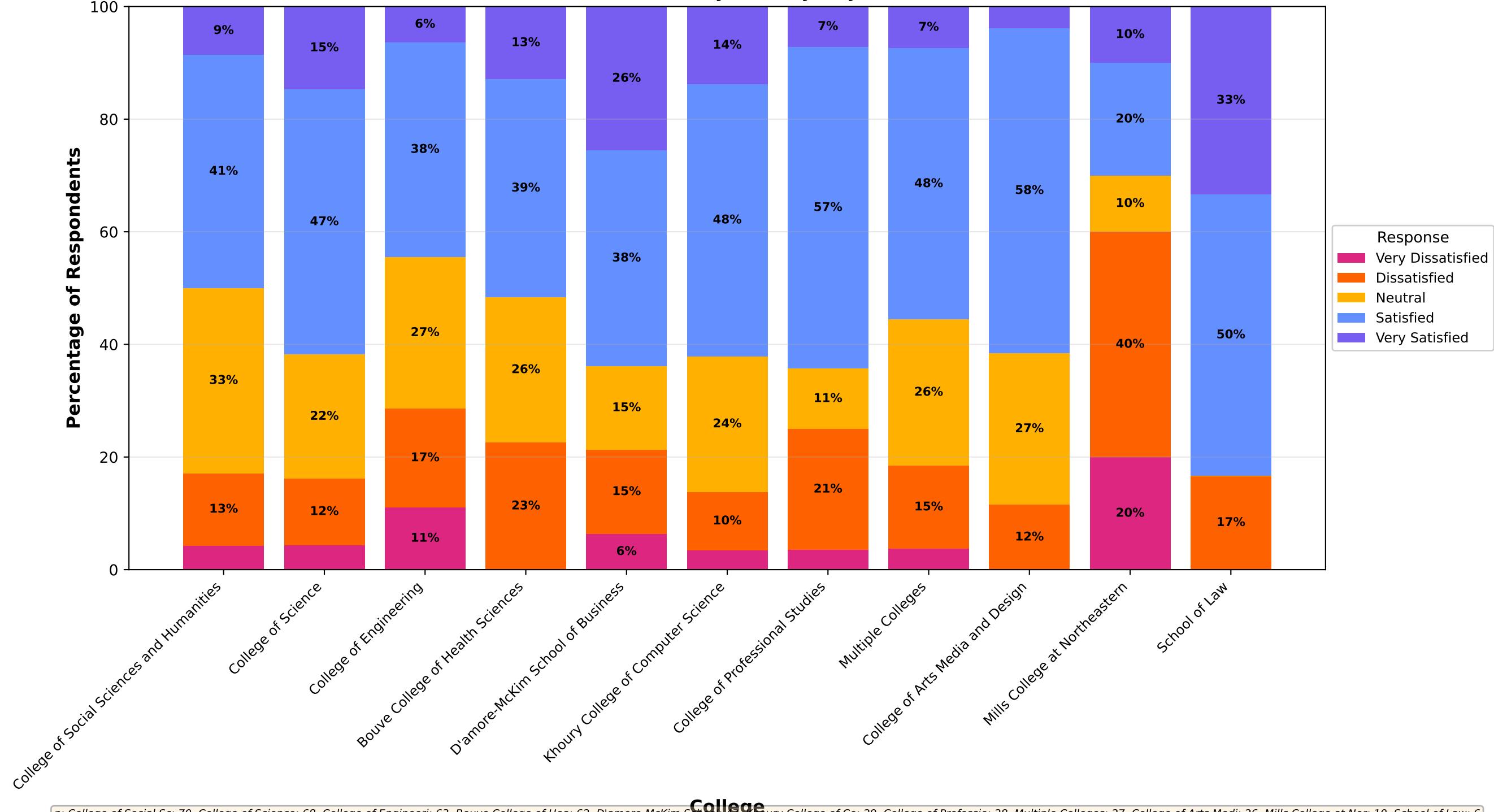
Q25: Are non-tenure-track faculty in your department eligible for sabbatical leave?



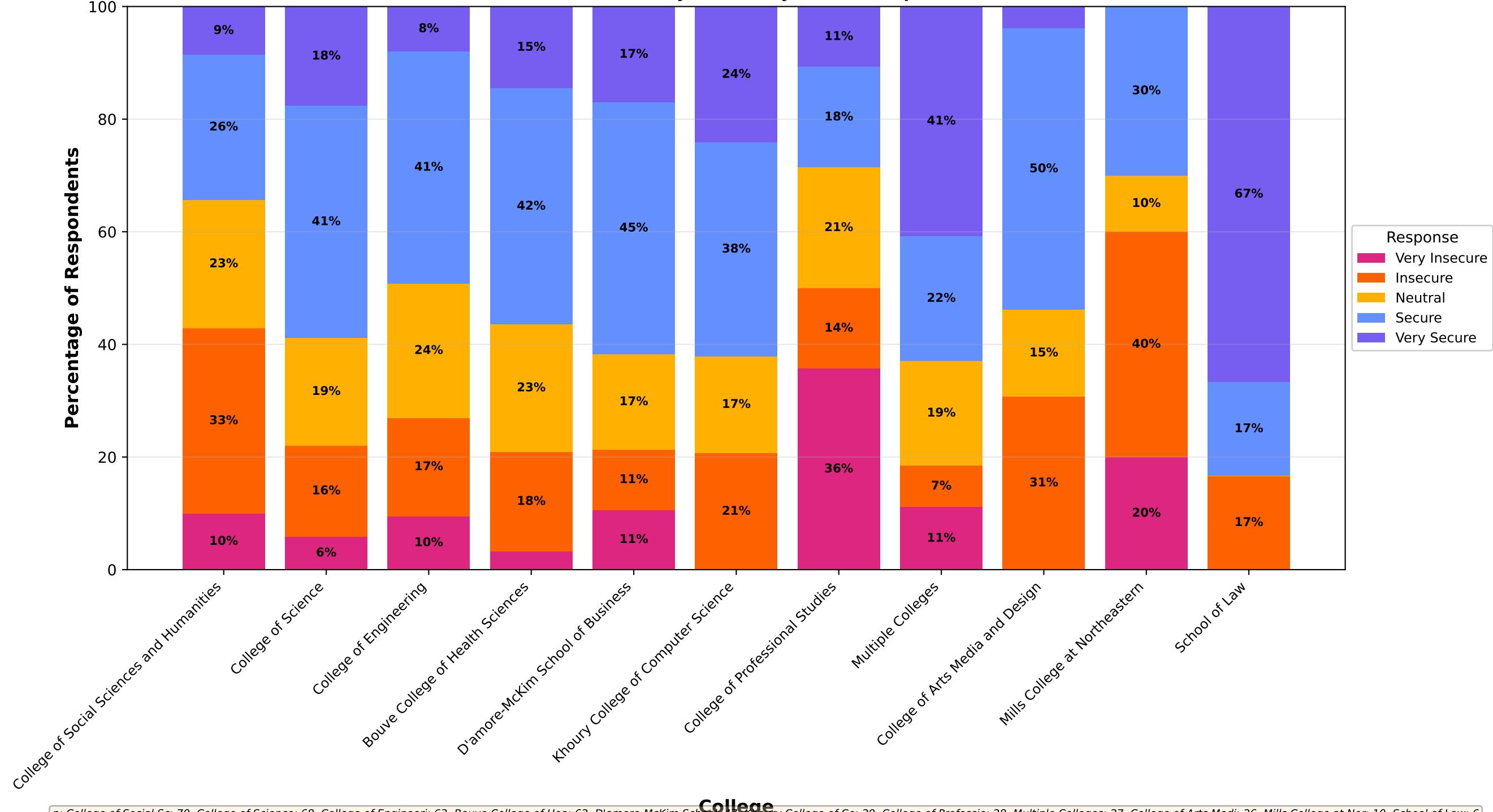
Q26: How satisfied are you with access to sabbatical/fellowship opportunities?



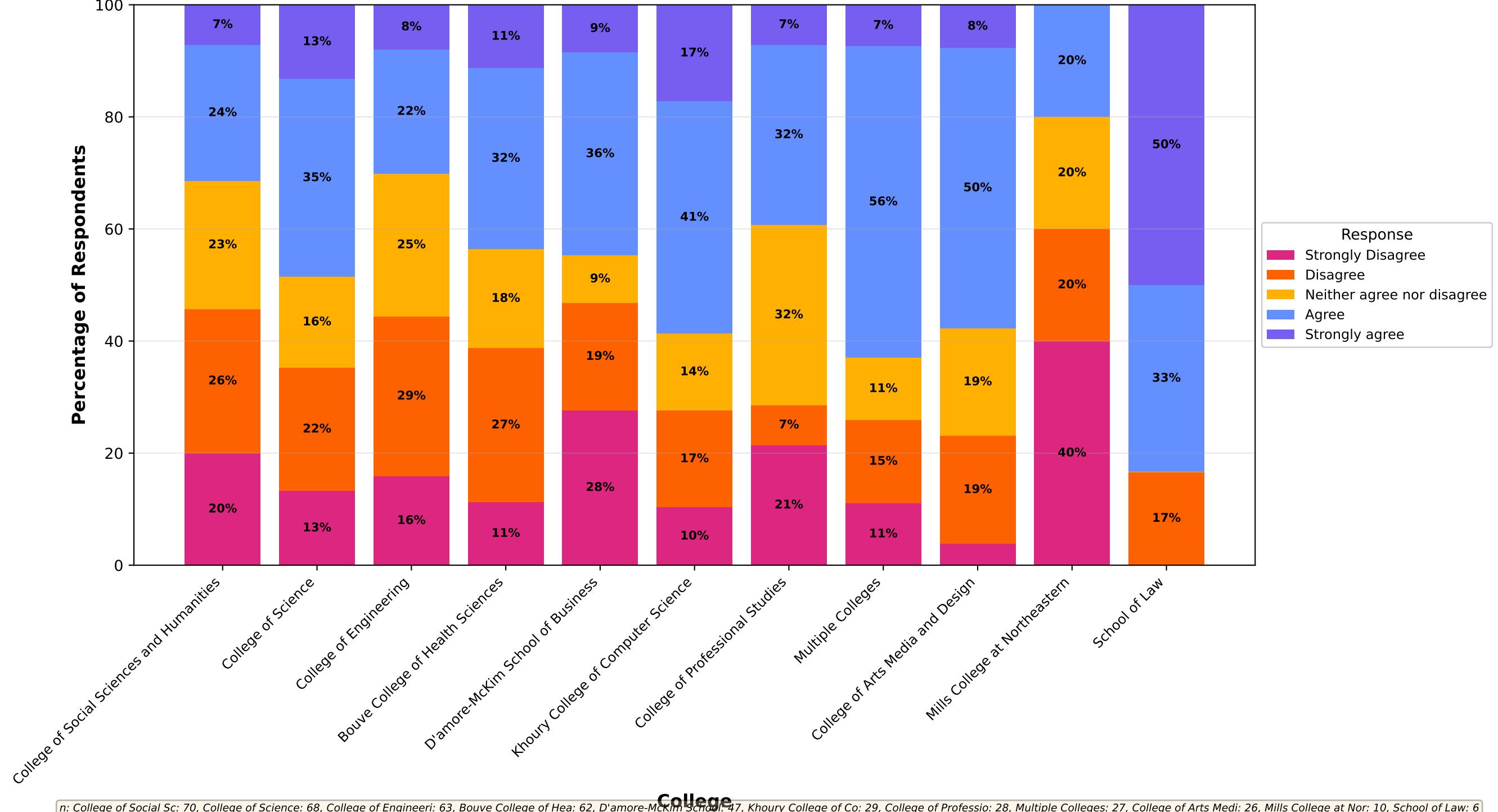
Q27: How satisfied are you with your job overall?



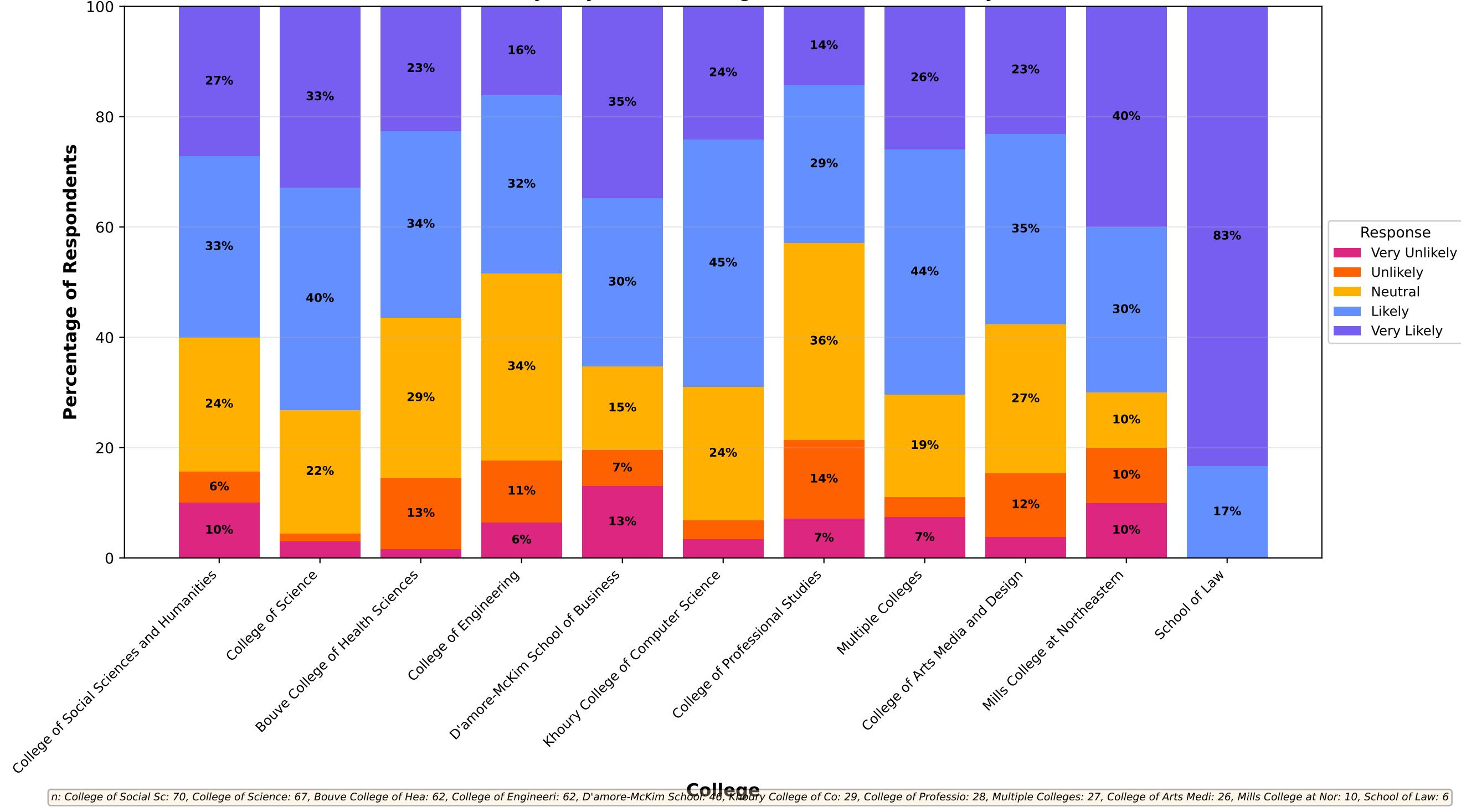
Q28: How secure do you feel in your current position?



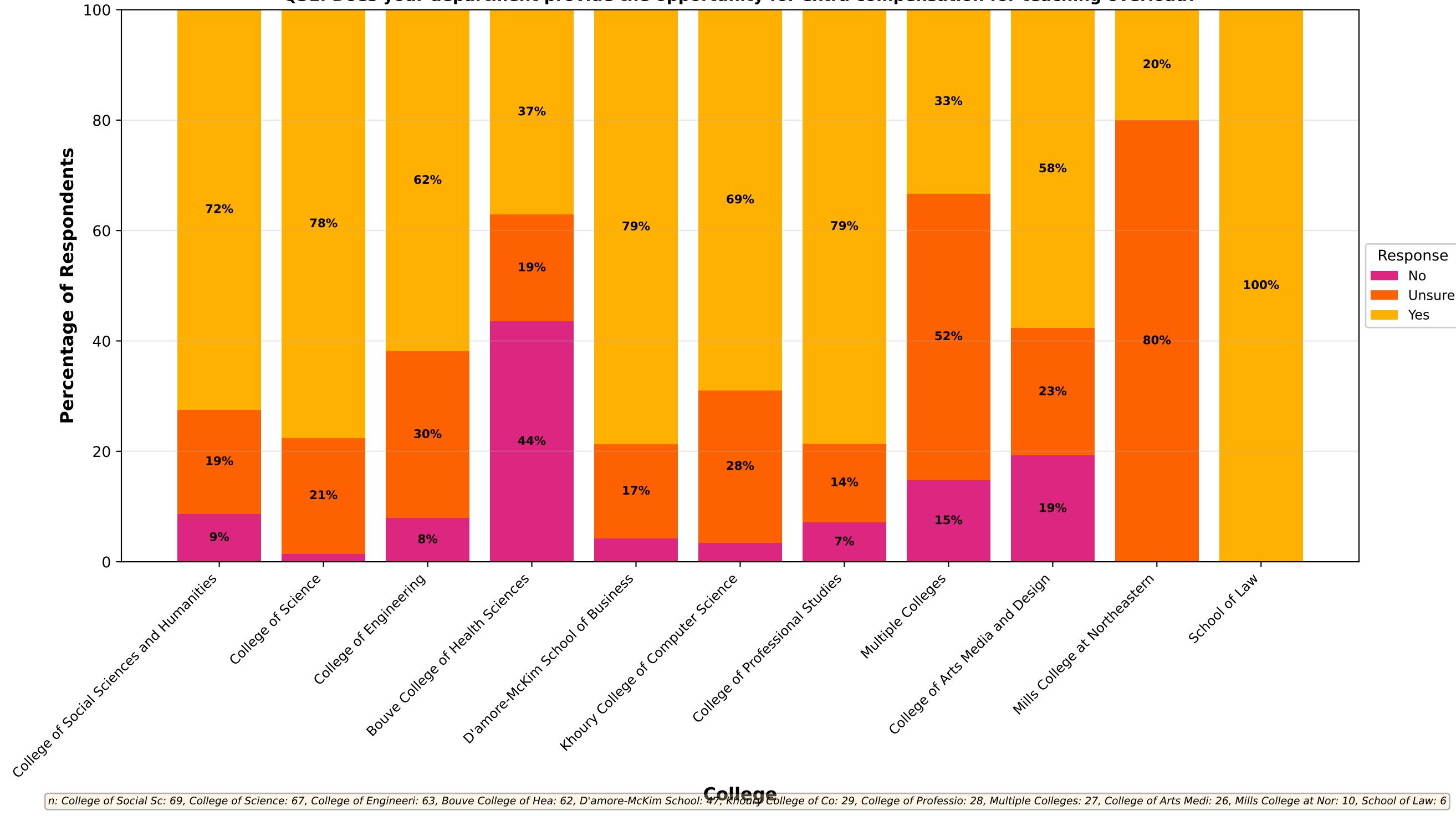
Q29: To what extent do you agree: I feel valued as a faculty member at this institution.



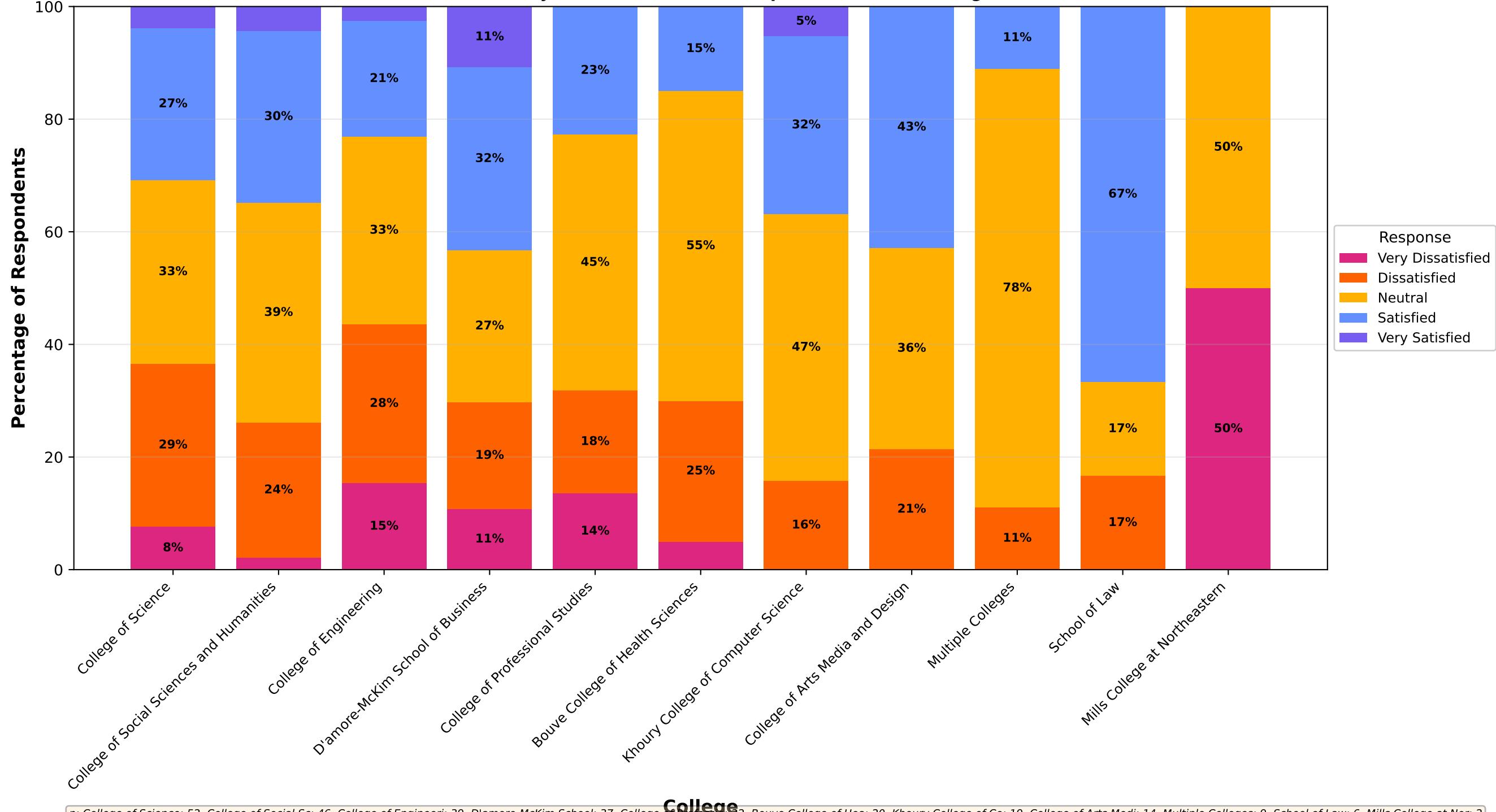
Q30: How likely are you to be working at this institution in two years?



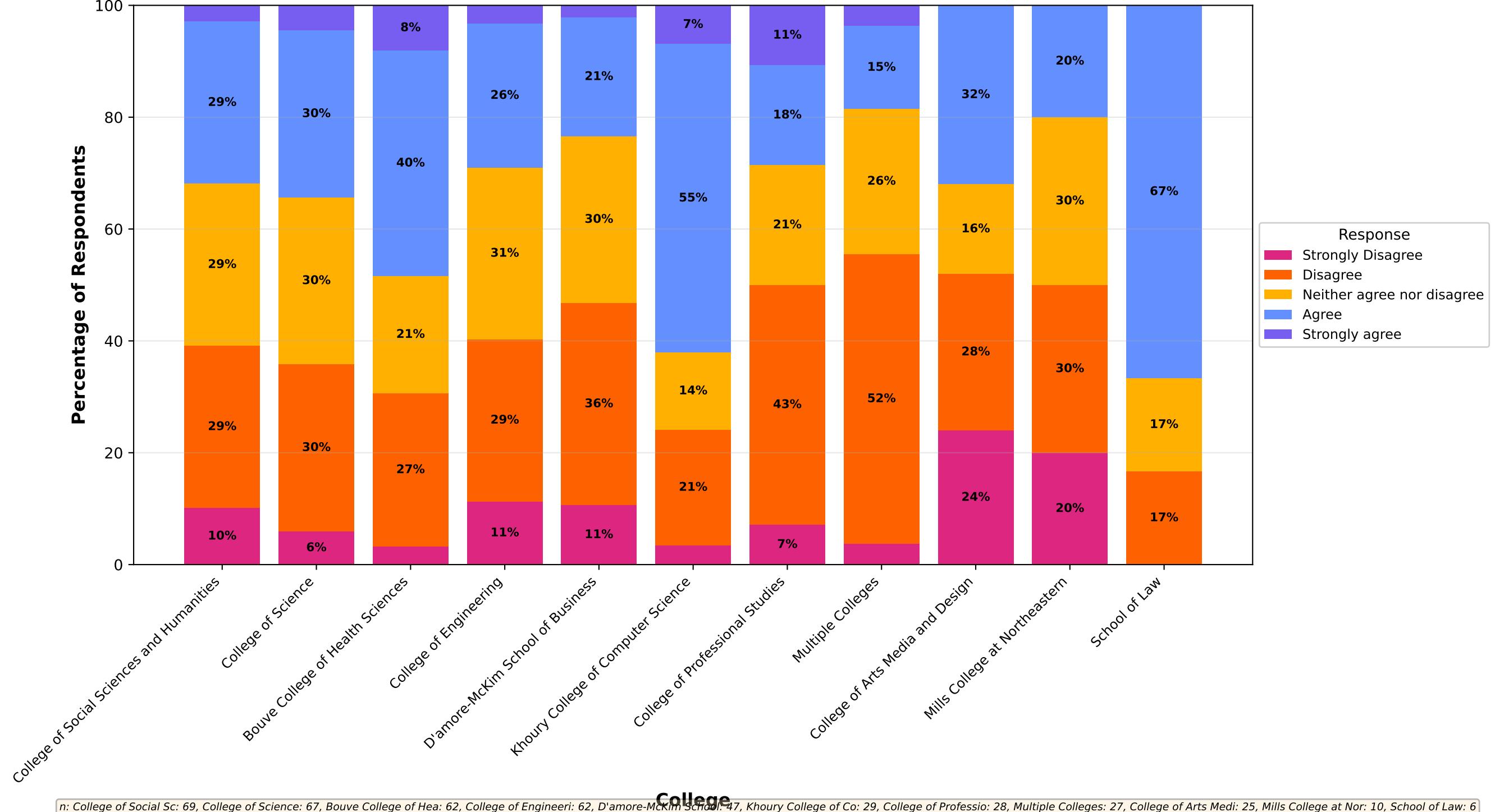
Q31: Does your department provide the opportunity for extra compensation for teaching overload?



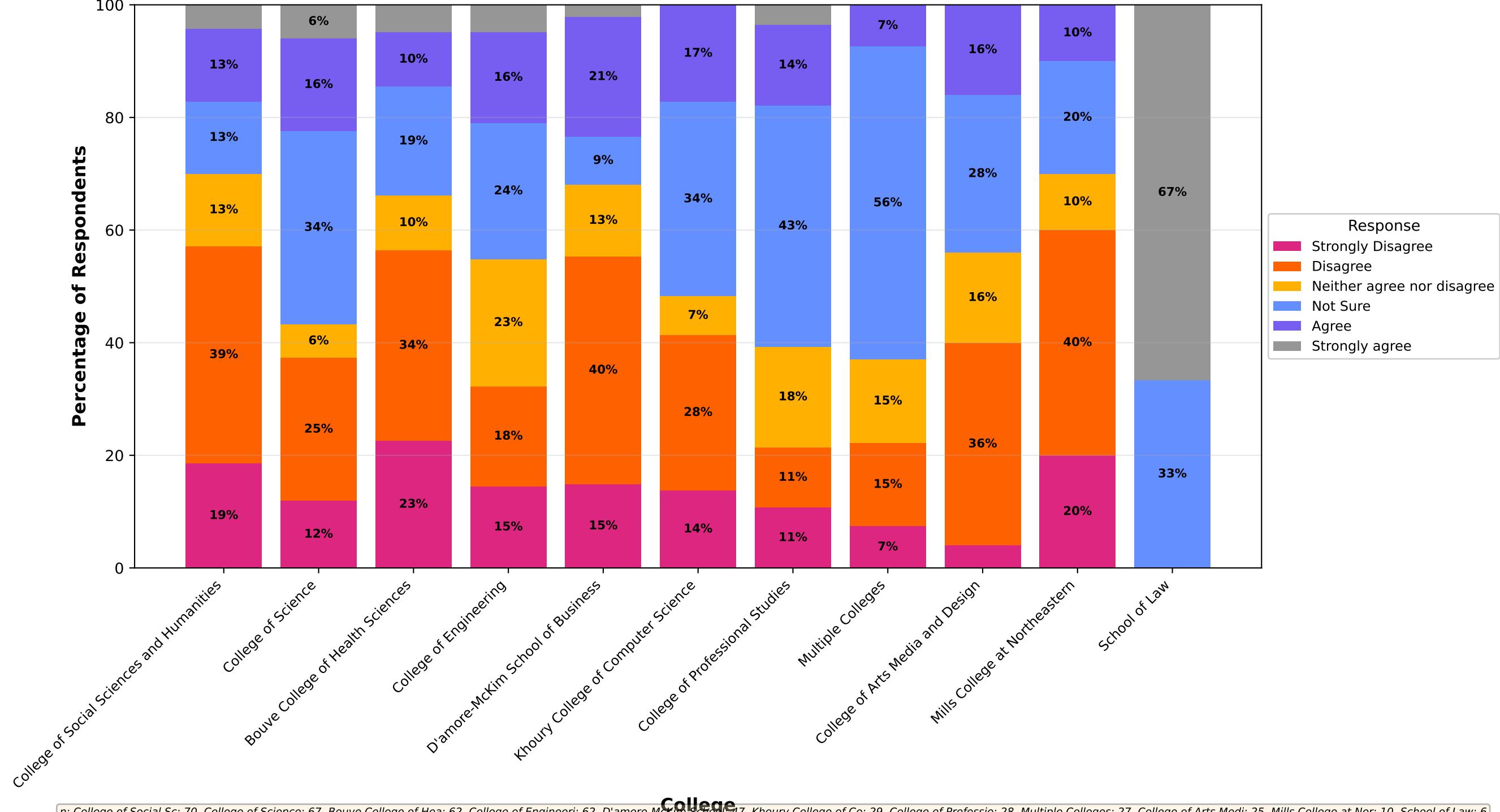
Q32: How satisfied are you with the rate of compensation for teaching overload?



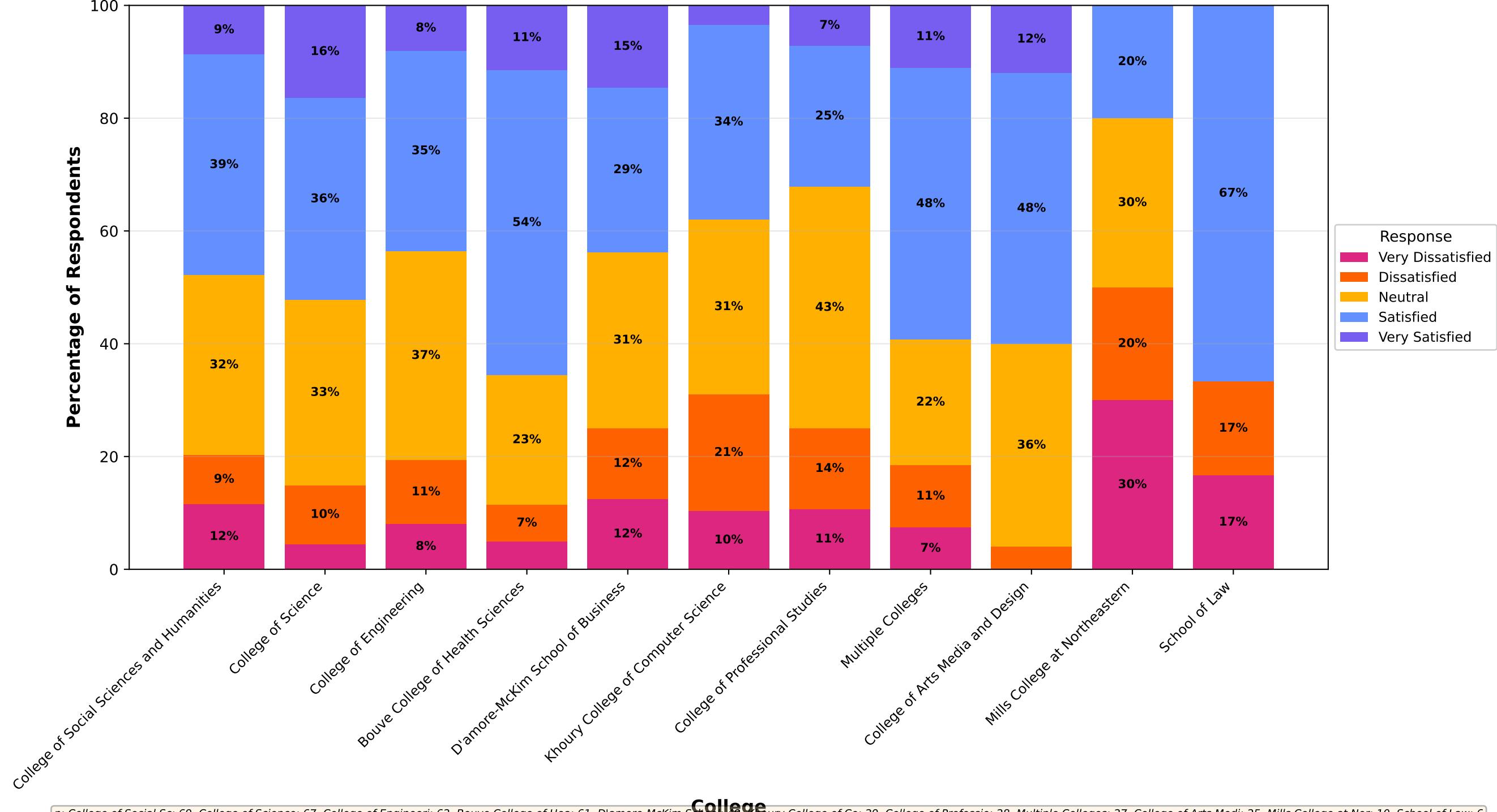
Q33: To what extent do you agree: My service expectations are clearly defined.



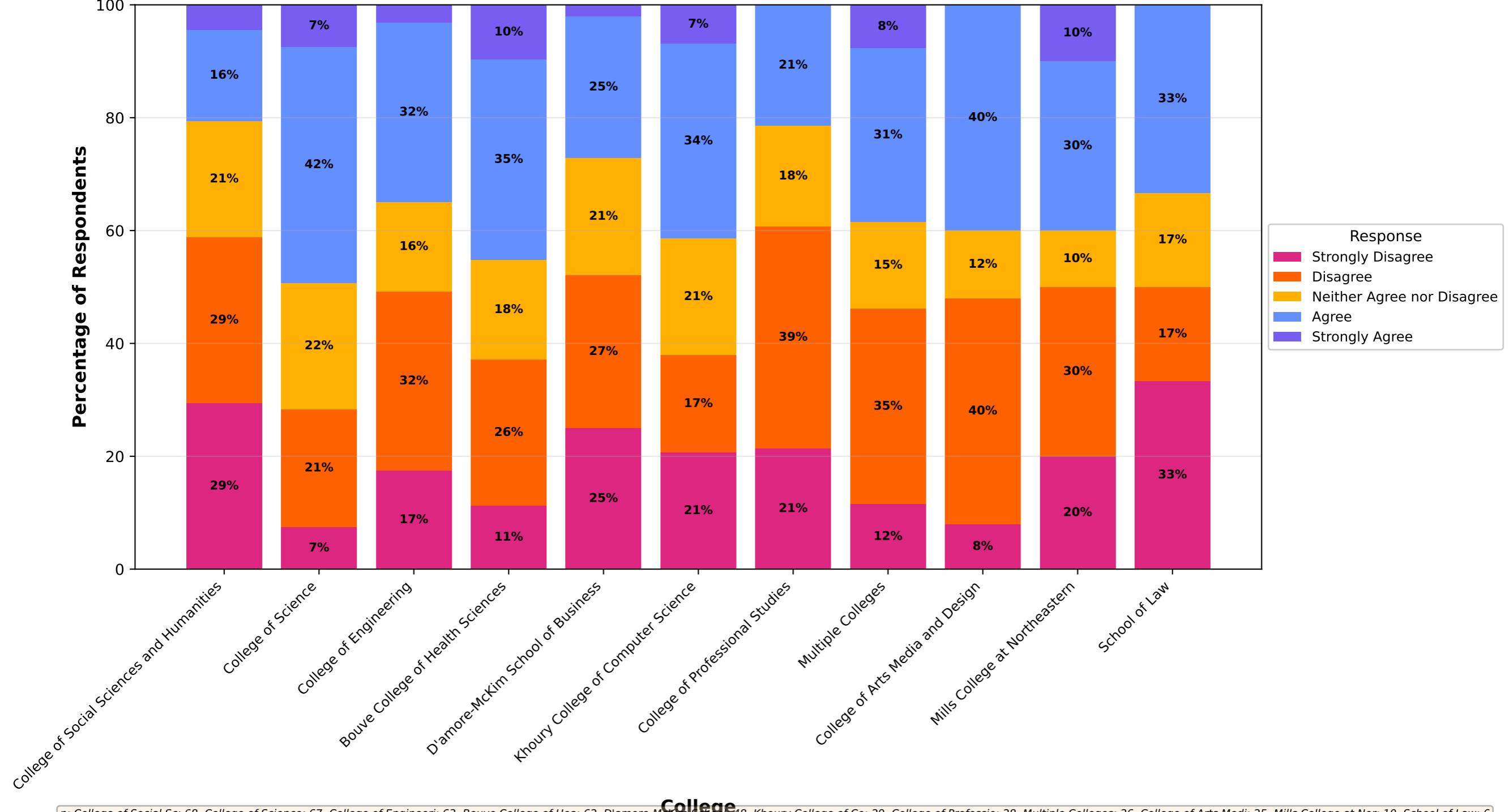
Q34: To what extent do you agree: Non-tenure-track faculty have the same service obligations as tenure...



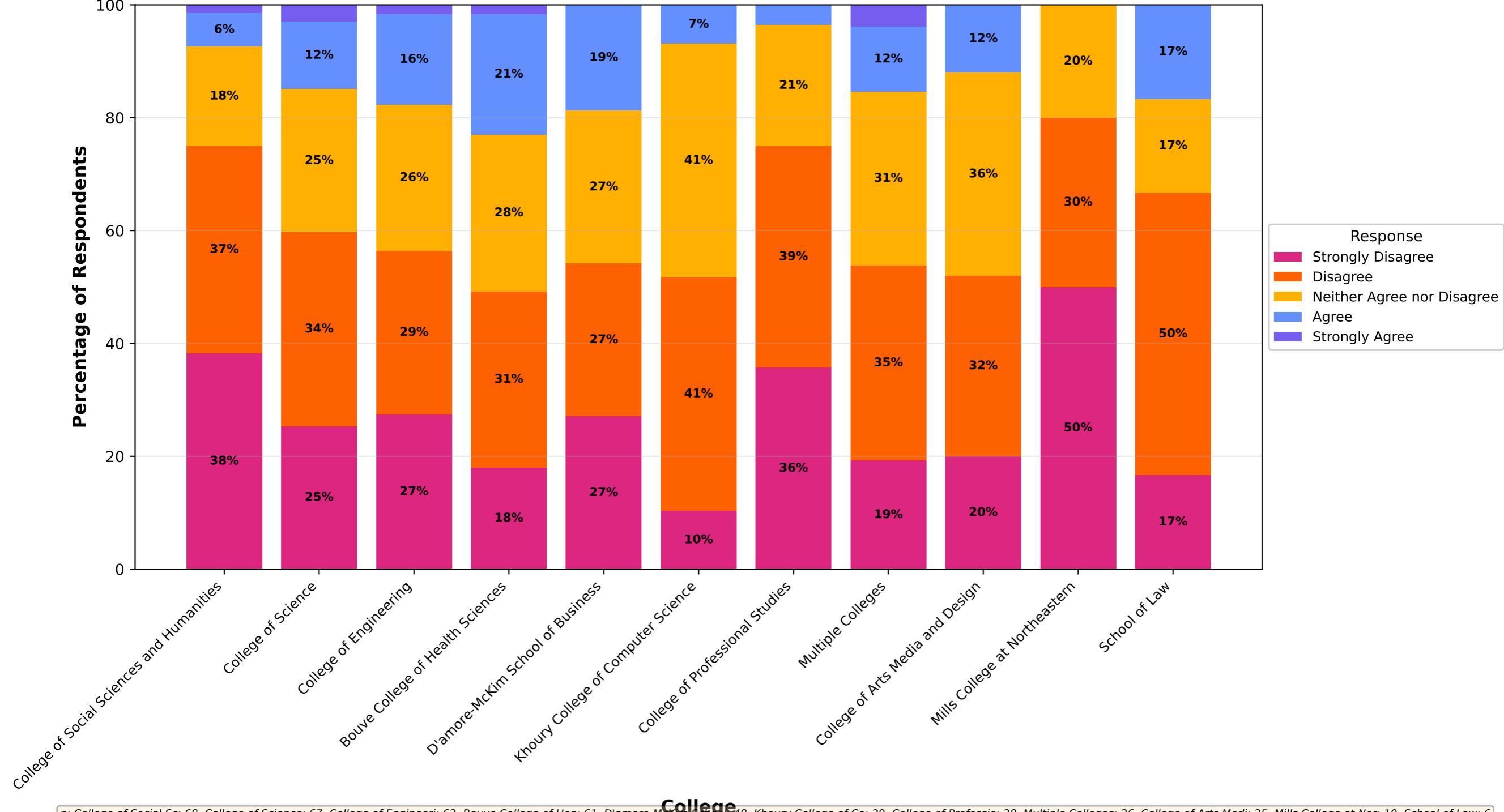
Q35: How satisfied are you with your opportunities to participate in departmental governance?



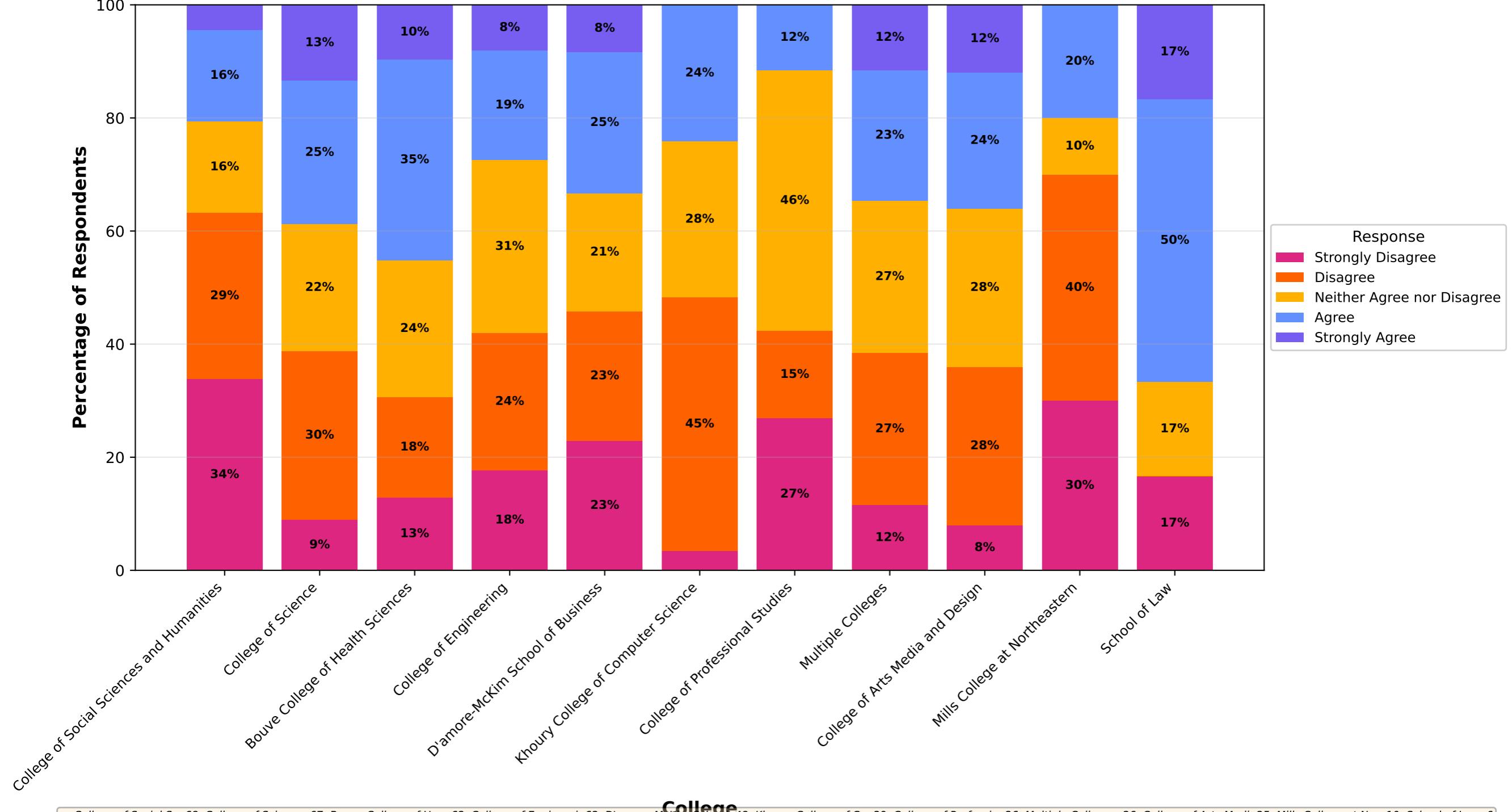
Q36: To what extent do you agree: I understand what the "one faculty model" means at this institution.



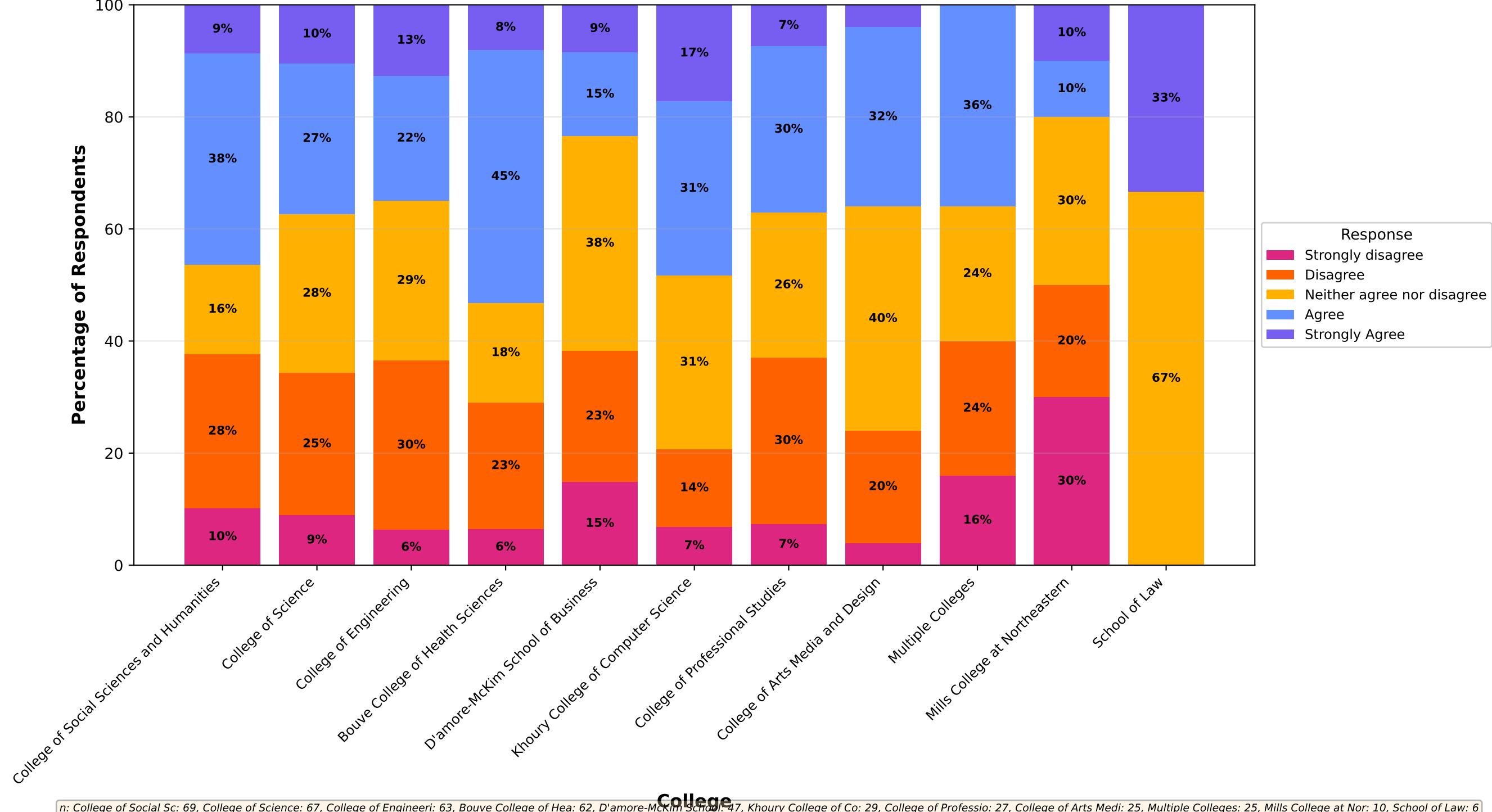
Q38: To what extent do you agree: The "one faculty model" at our institution genuinely provides equal ...



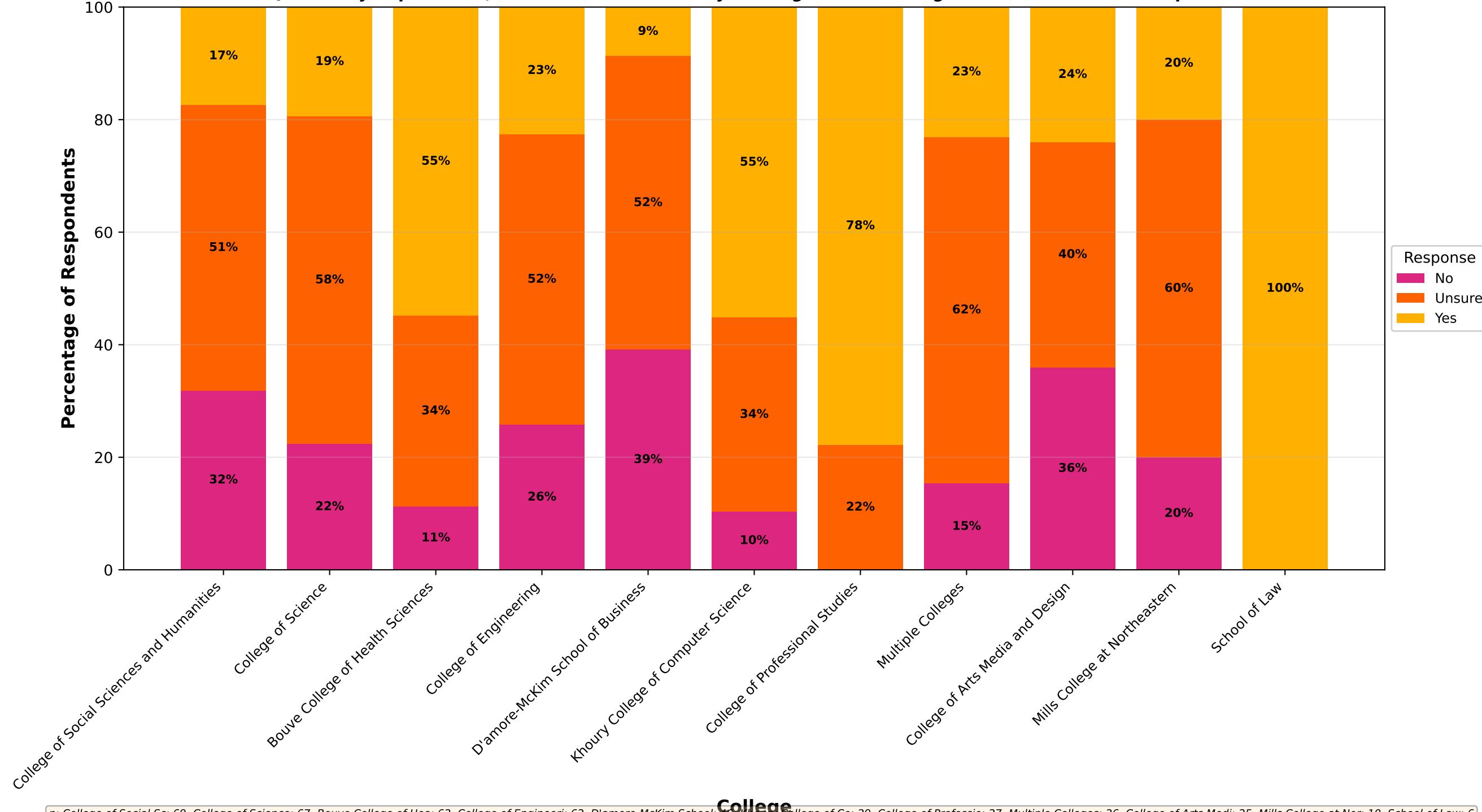
Q39: To what extent do you agree: In practice, non-tenure-track faculty are treated as equals to tenure-track faculty?



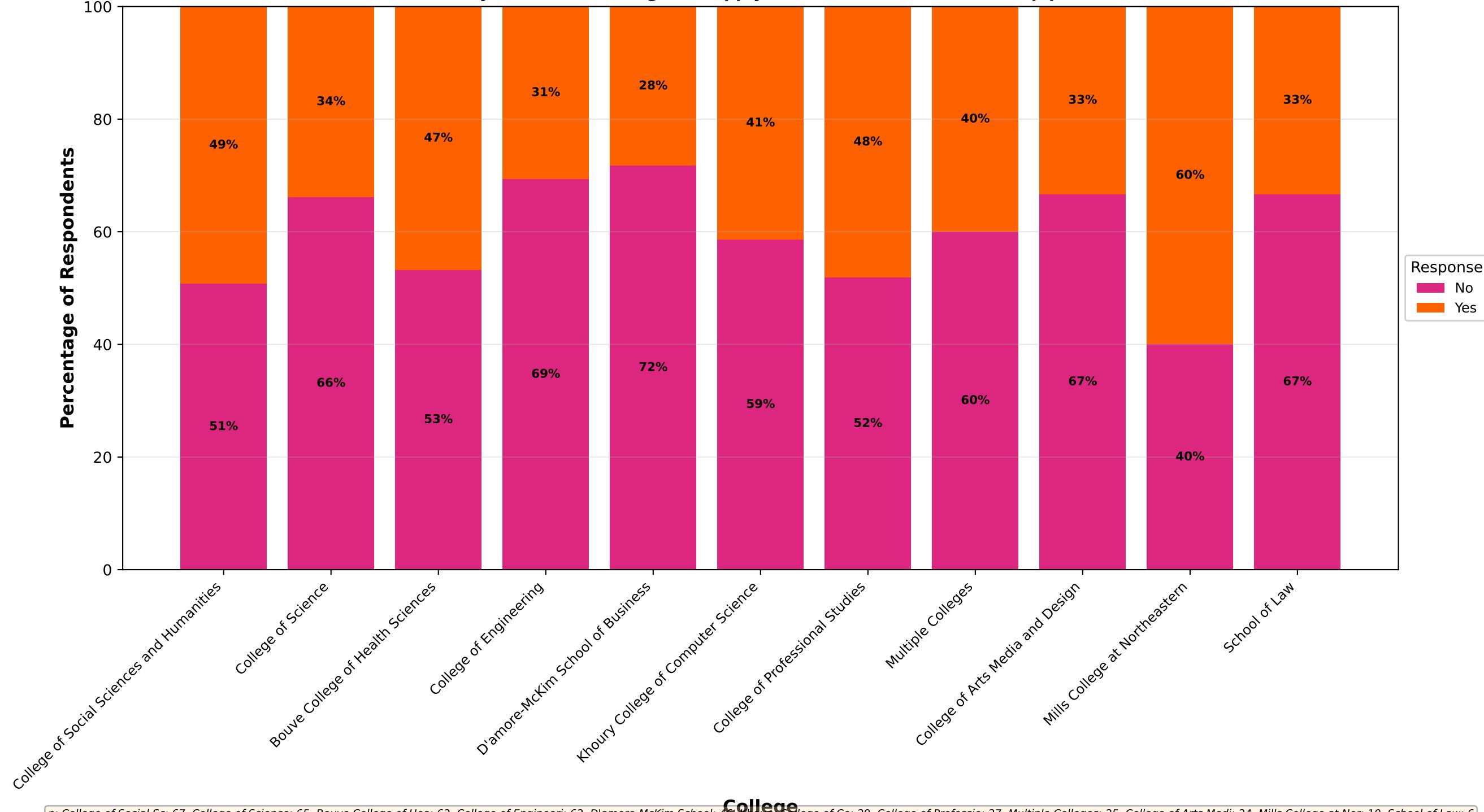
Q40: To what extent do you agree: I clearly understand which administrative positions I am eligible to...



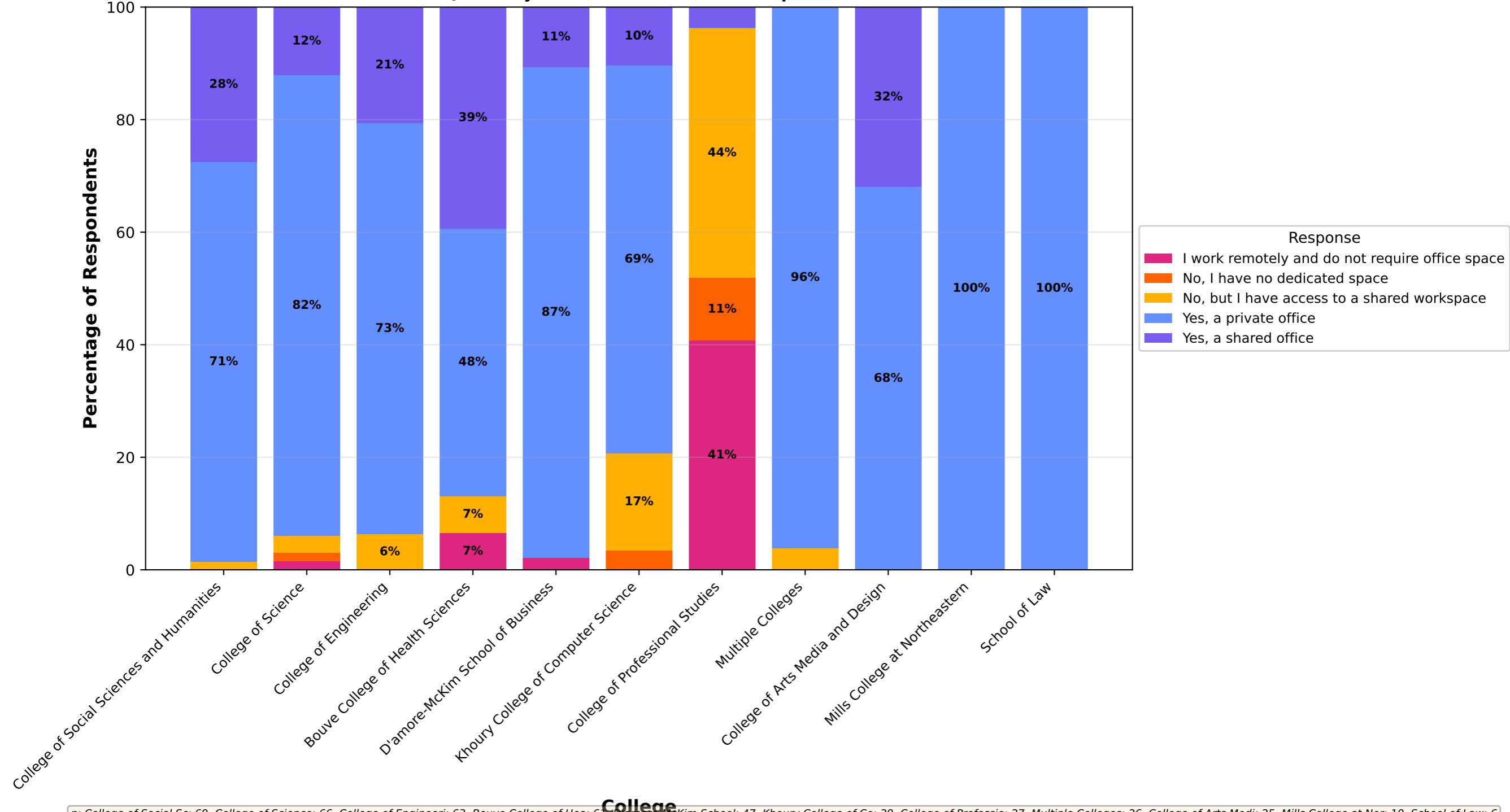
Q41: In my department, non-tenure-track faculty are eligible to hold higher-level administrative posit...



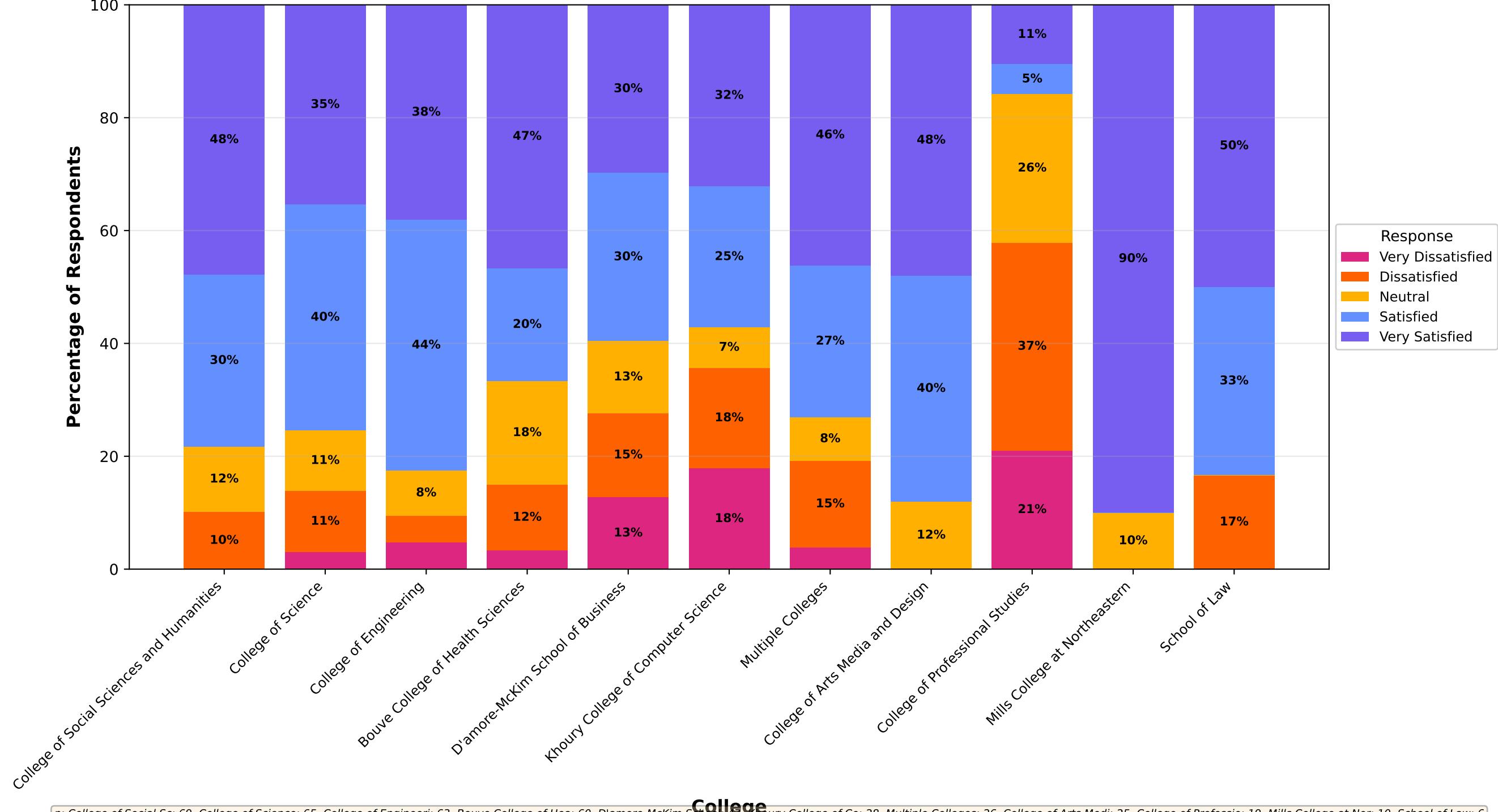
Q42: Have you been encouraged to apply for administrative leadership positions?



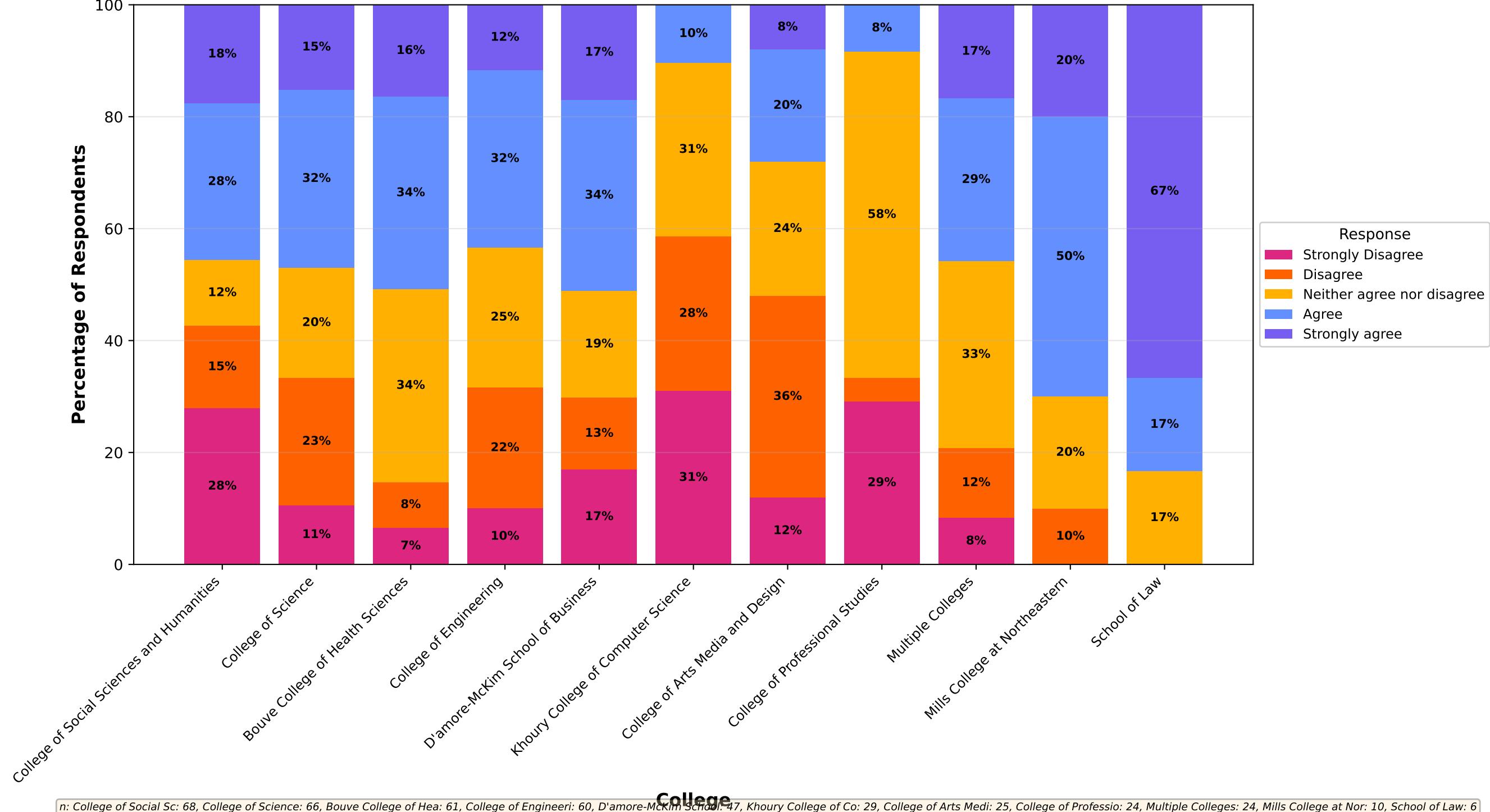
Q43: Do you have dedicated office space?



Q44: How satisfied are you with your office space arrangements?

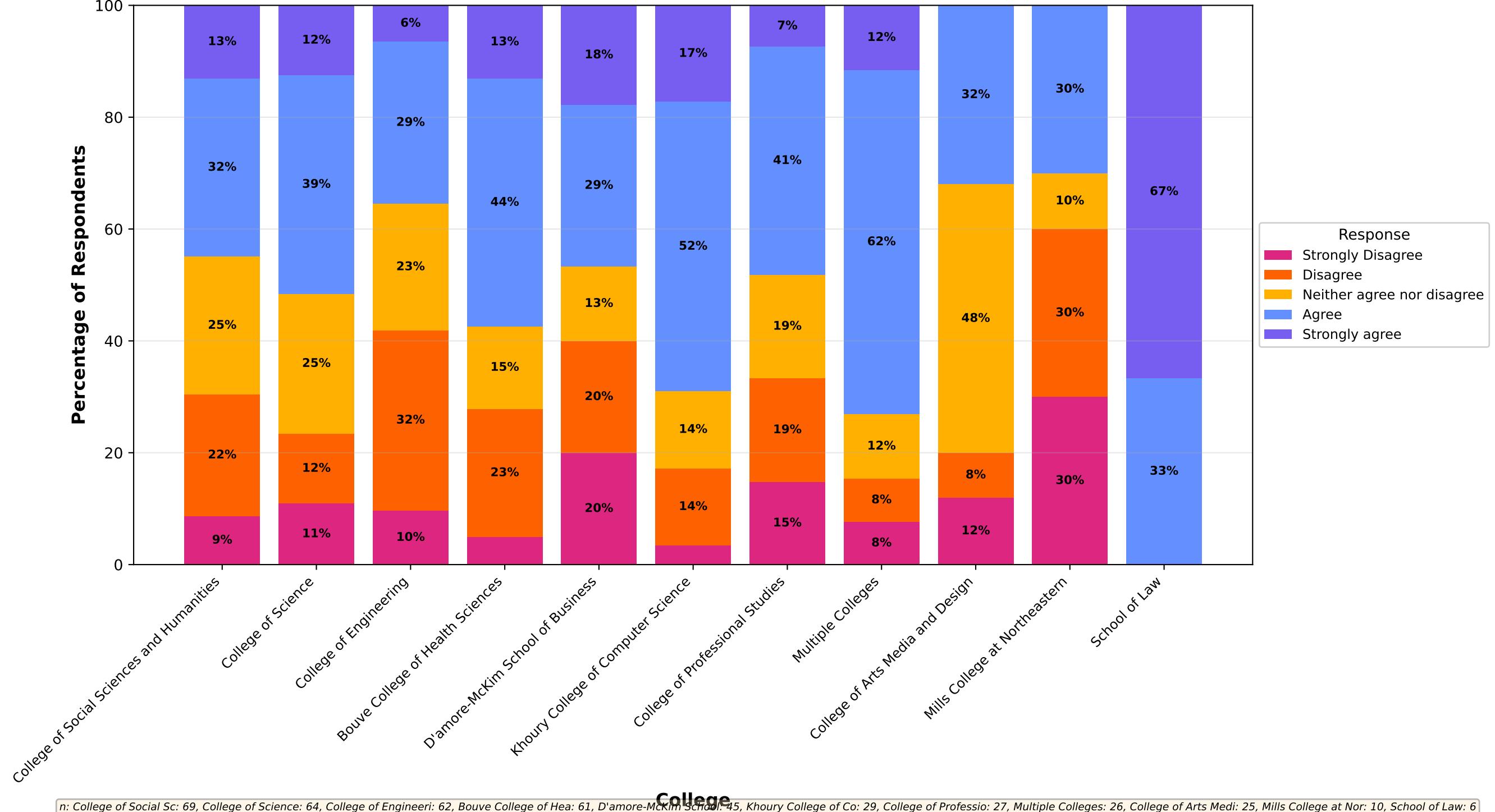


Q45: To what extent do you agree: Non-tenure-track faculty have comparable office space to tenure-trac...

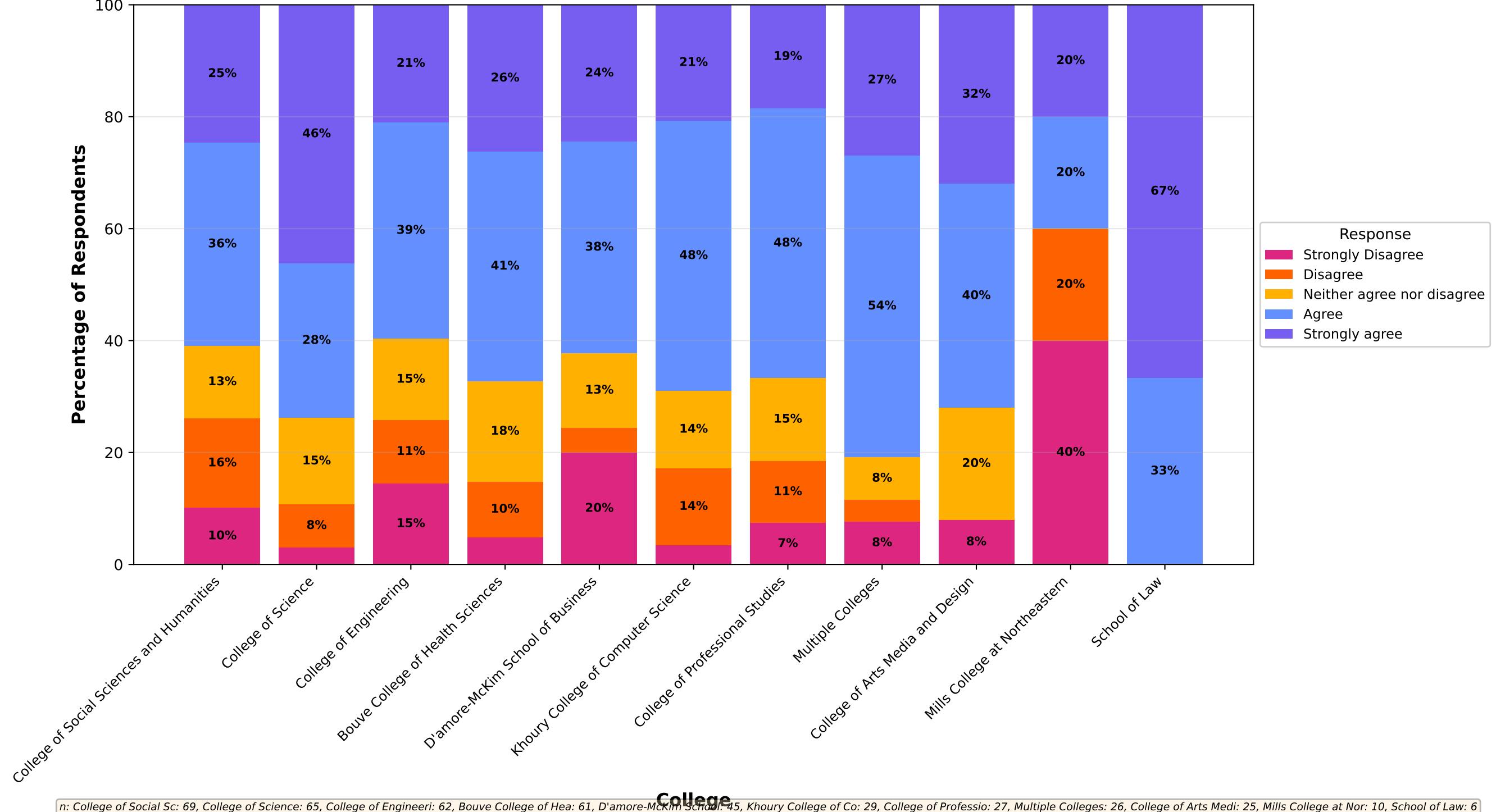


n: College of Social Sc: 68, College of Science: 66, Bouve College of Hea: 61, College of Engineeri: 60, D'amore-McKim School: 47, Khoury College of Co: 29, College of Arts Medi: 25, College of Professio: 24, Multiple Colleges: 24, Mills College at Nor: 10, School of Law: 6

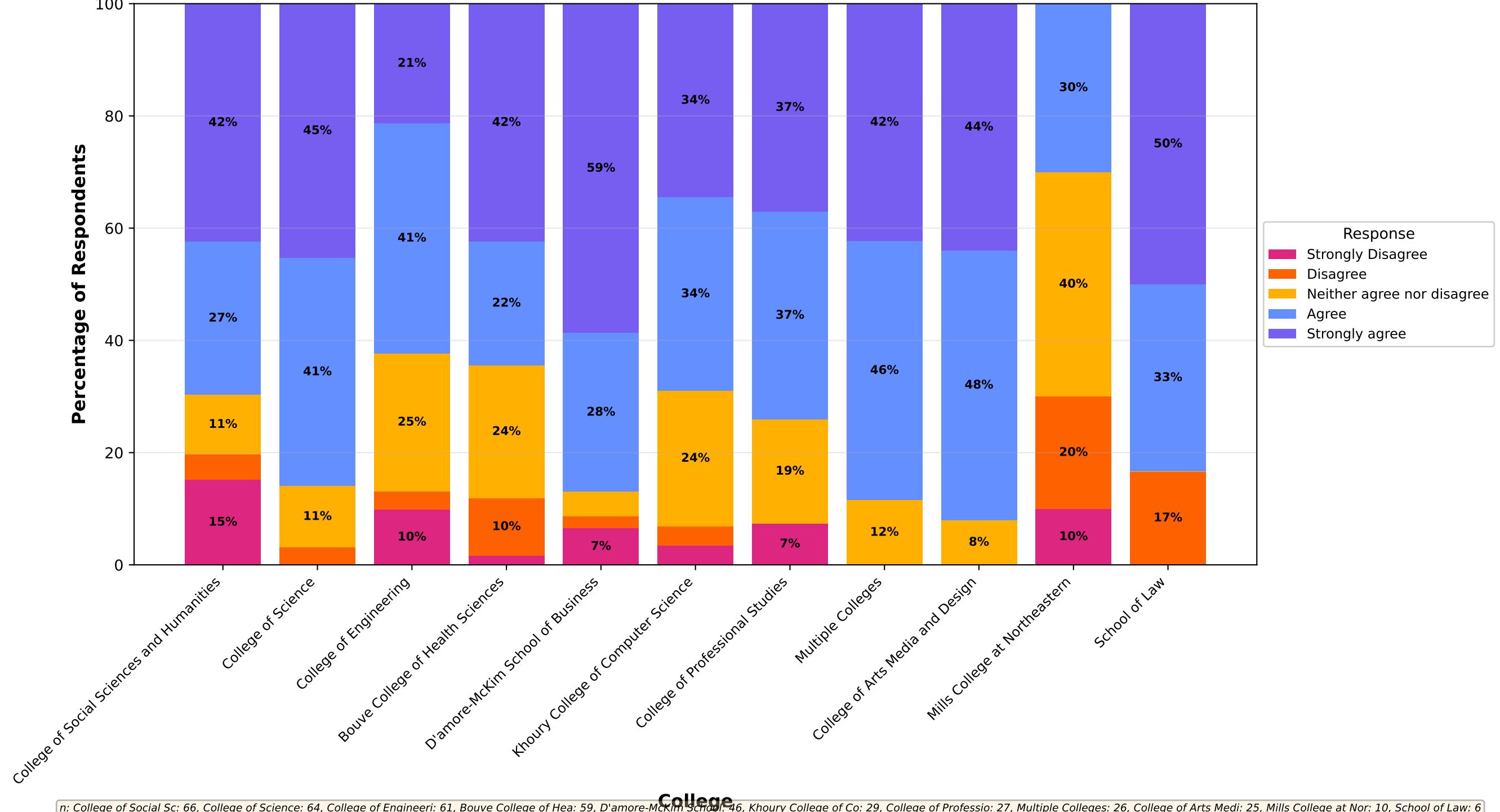
Q46: To what extent do you agree: My primary college recognizes and values my contributions.



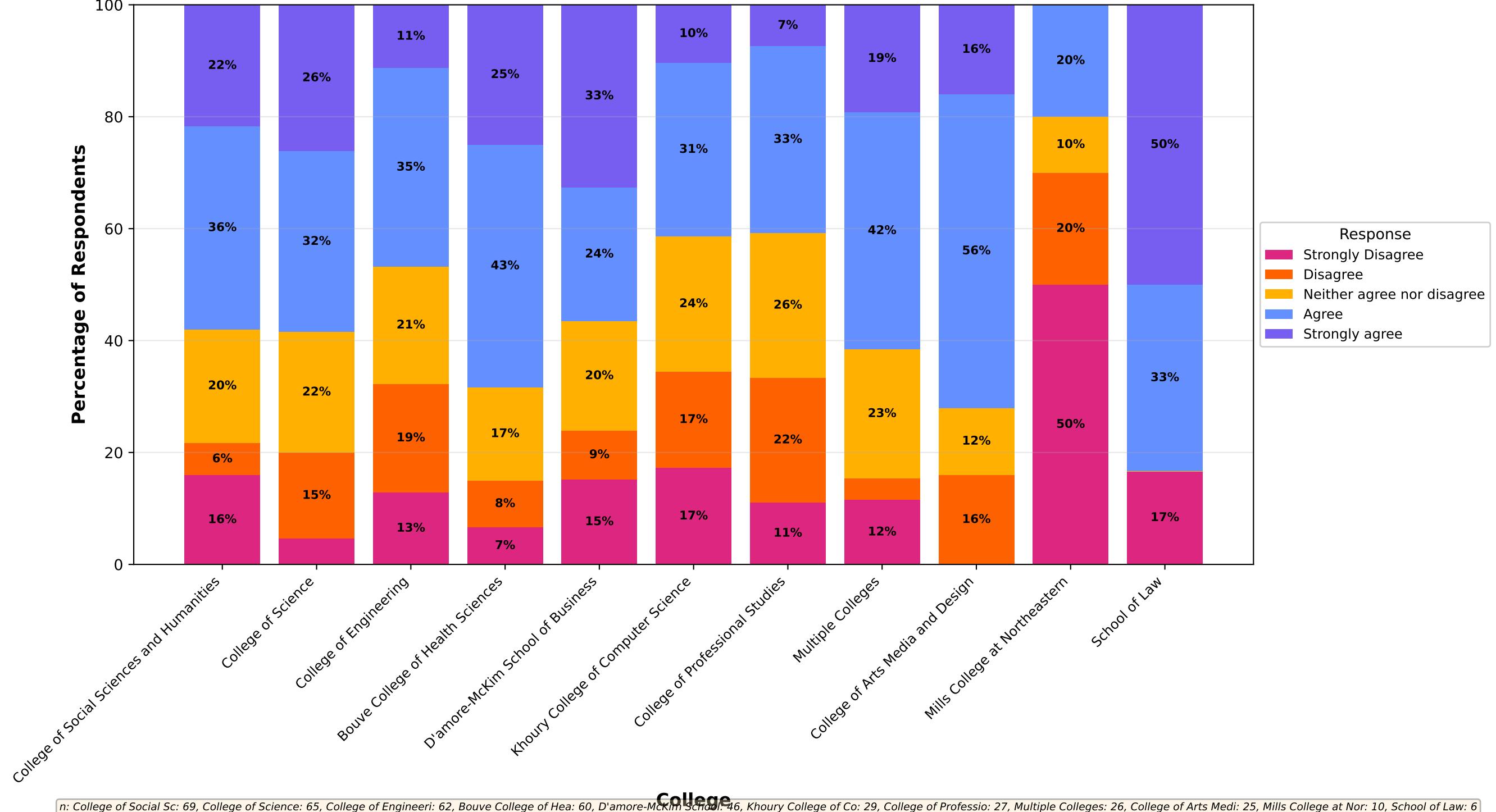
Q49: To what extent do you agree: My primary department recognizes and values my contributions.



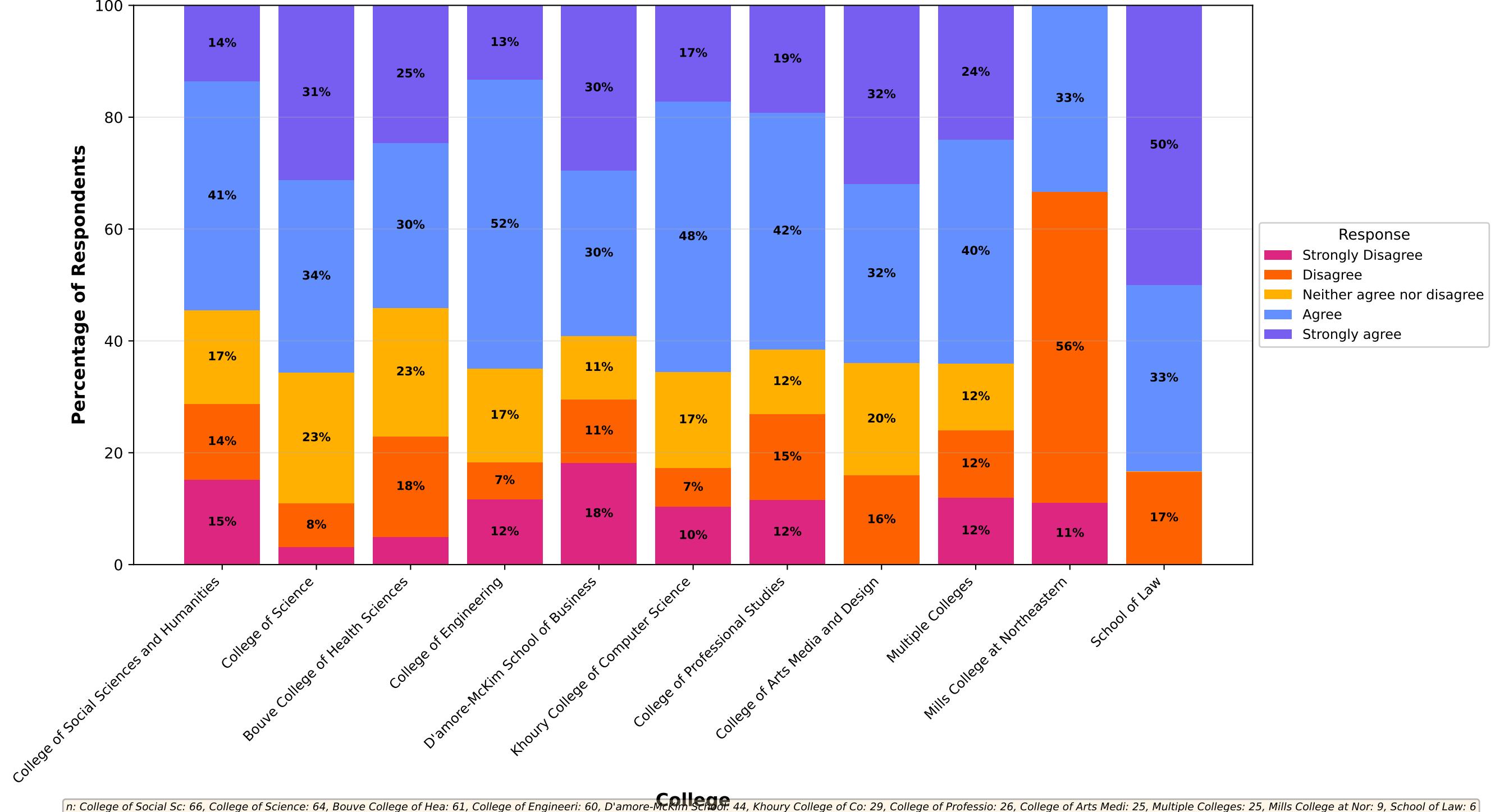
Q48: To what extent do you agree: My department chair is supportive of non-tenure-track faculty.



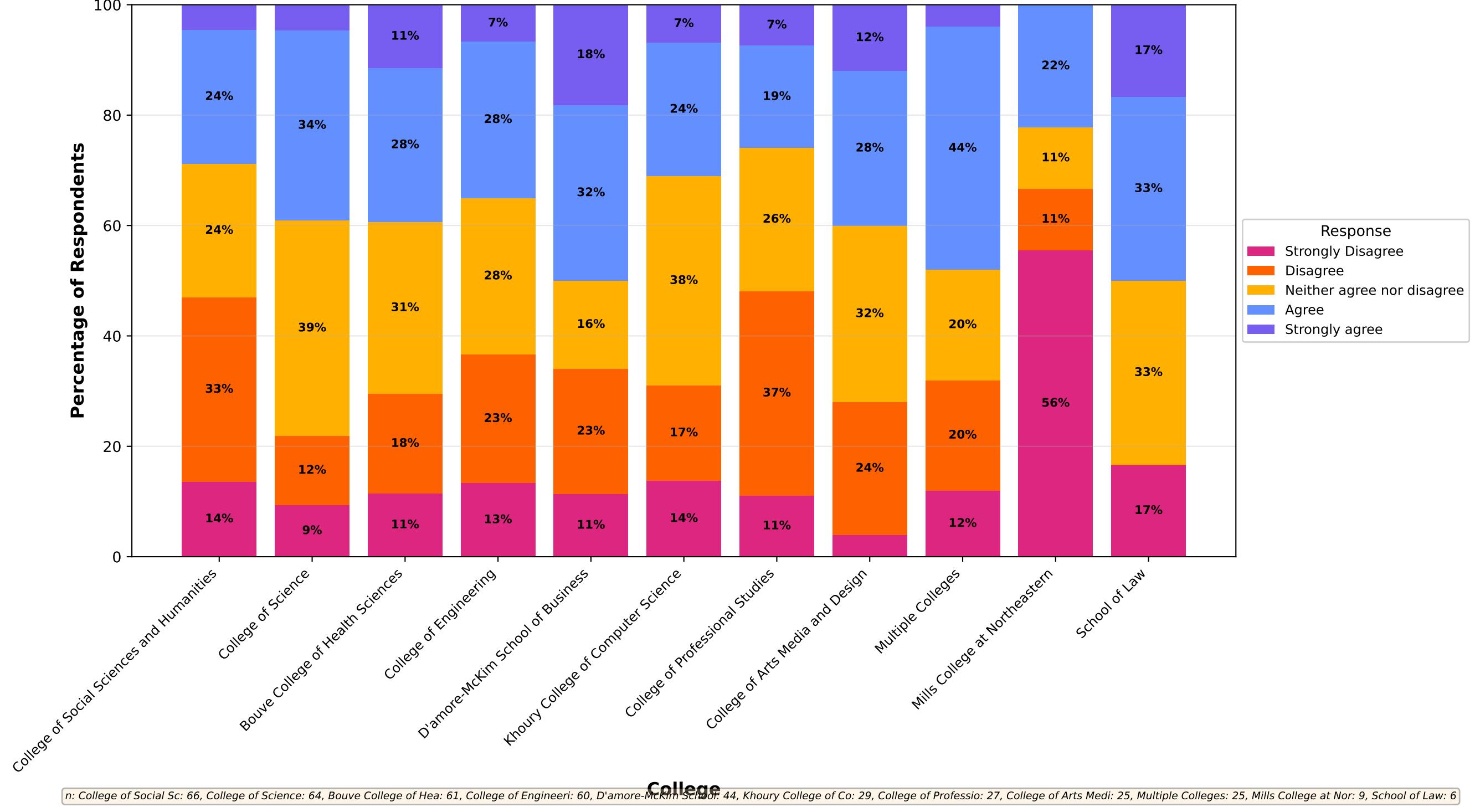
Q50: To what extent do you agree: I feel included in departmental communications and decision-making.



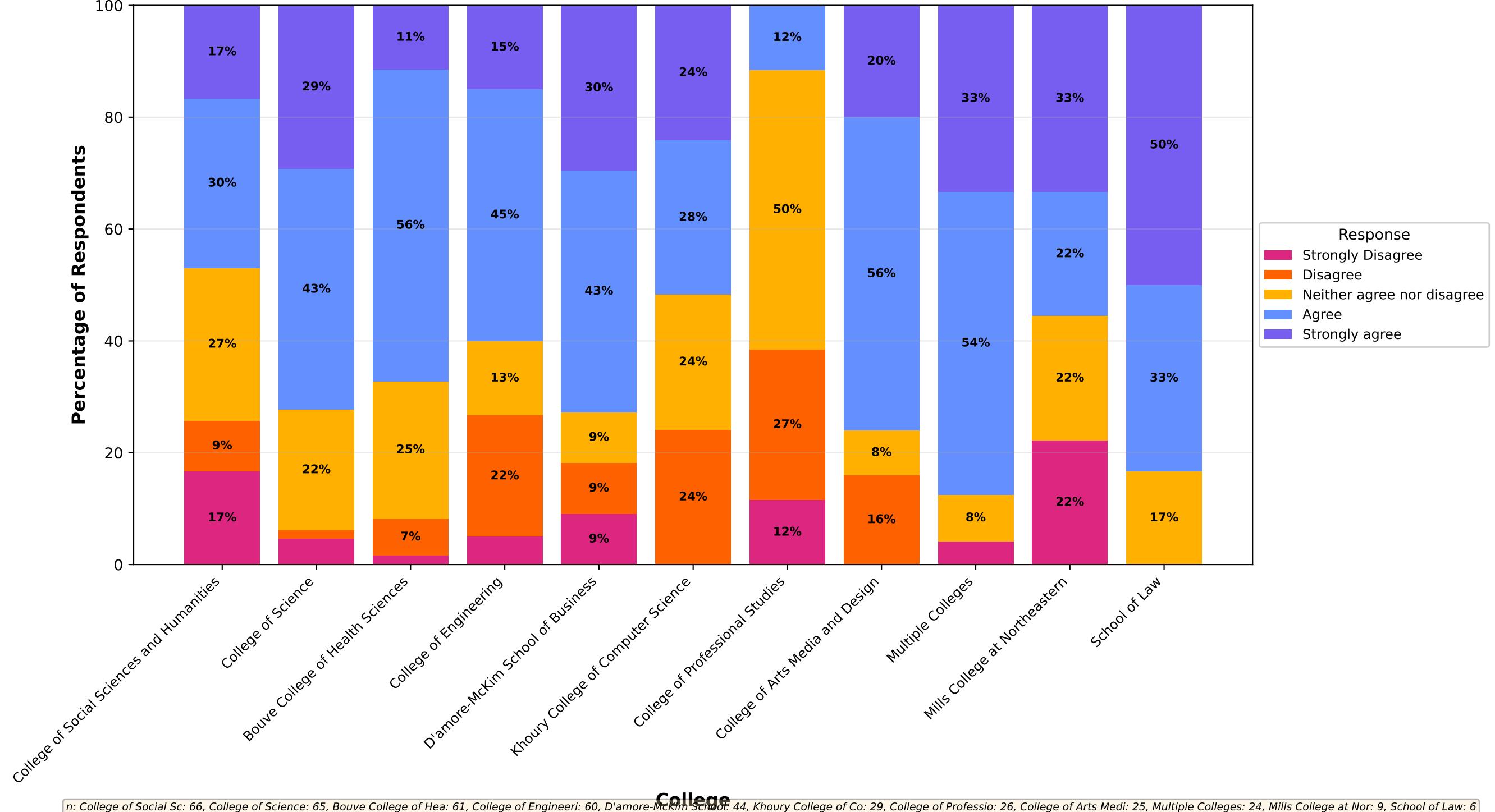
Q51: To what extent do you agree: I feel a sense of belonging in my department.



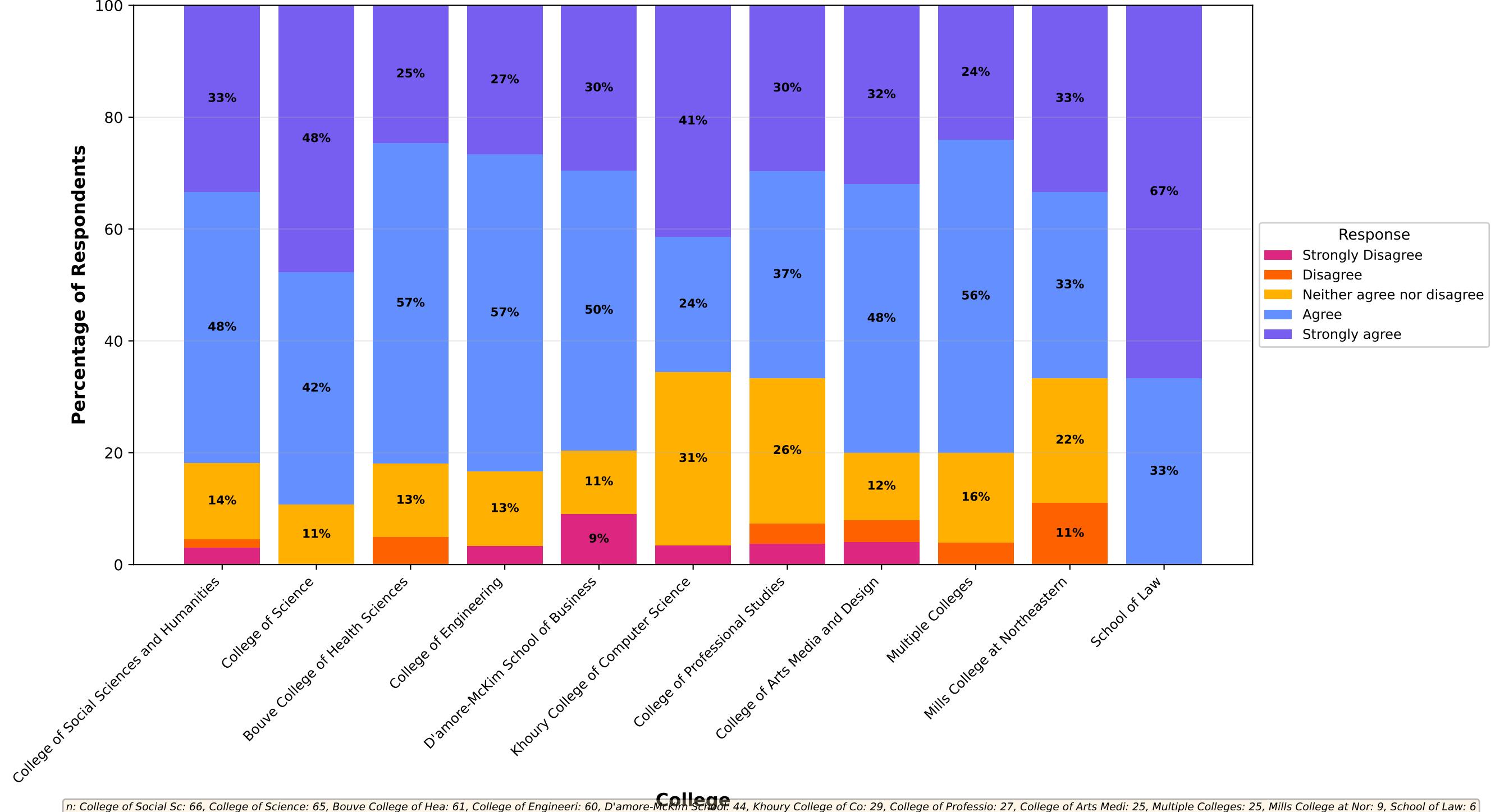
Q52: To what extent do you agree: I feel a sense of belonging at this institution.



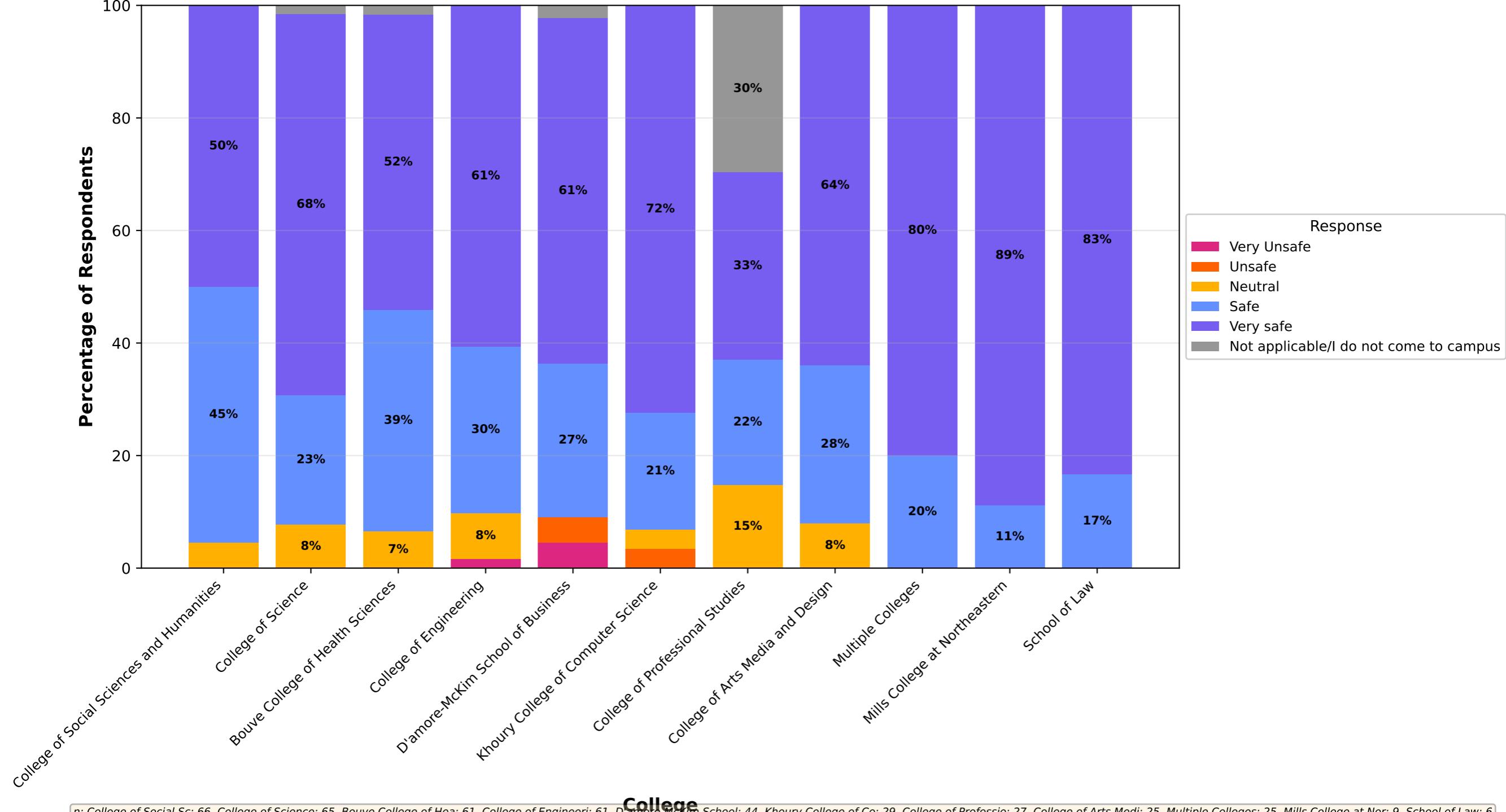
Q53: To what extent do you agree: I feel respected by my tenure-track colleagues.



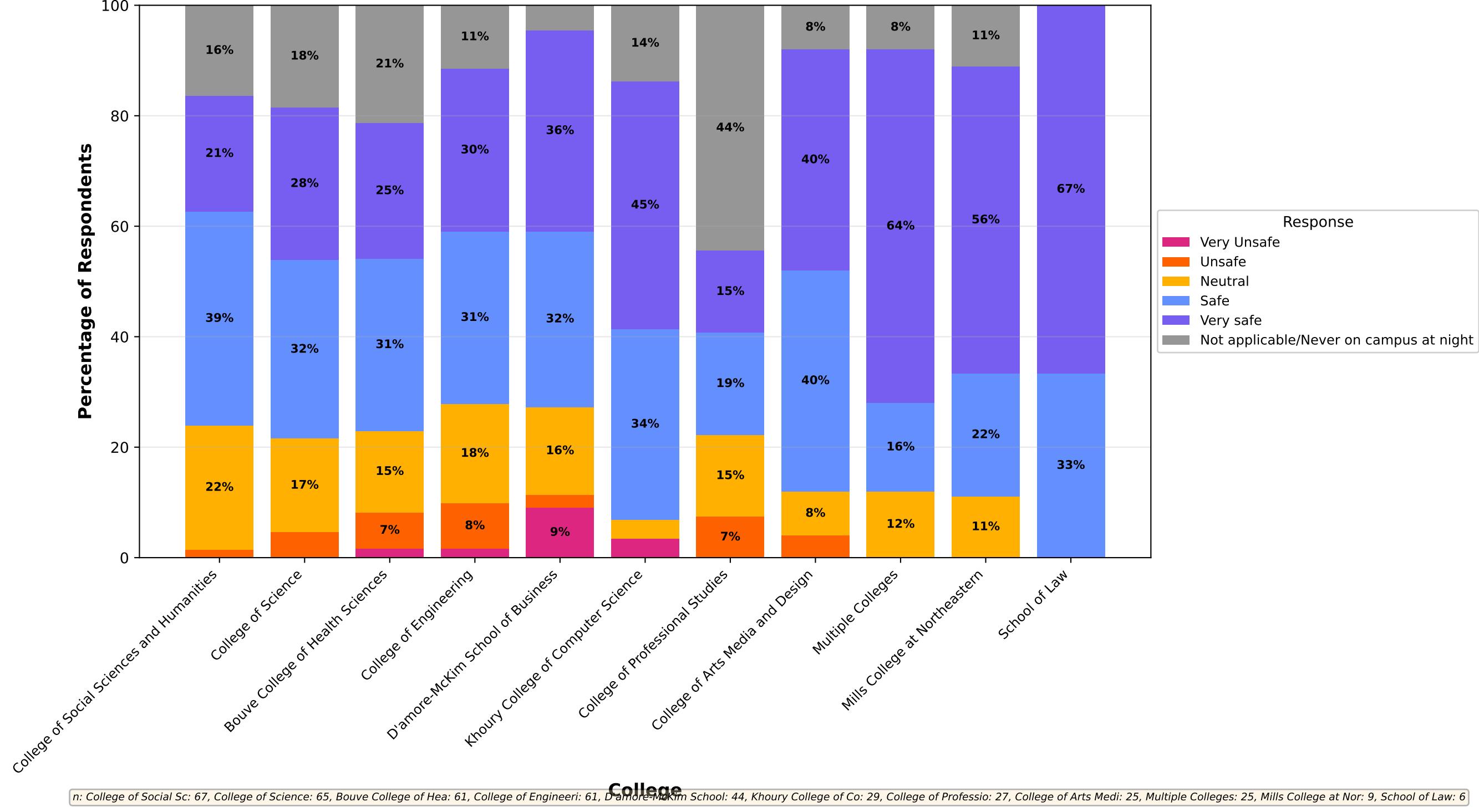
Q54: To what extent do you agree: I feel respected by my non-tenure-track colleagues.



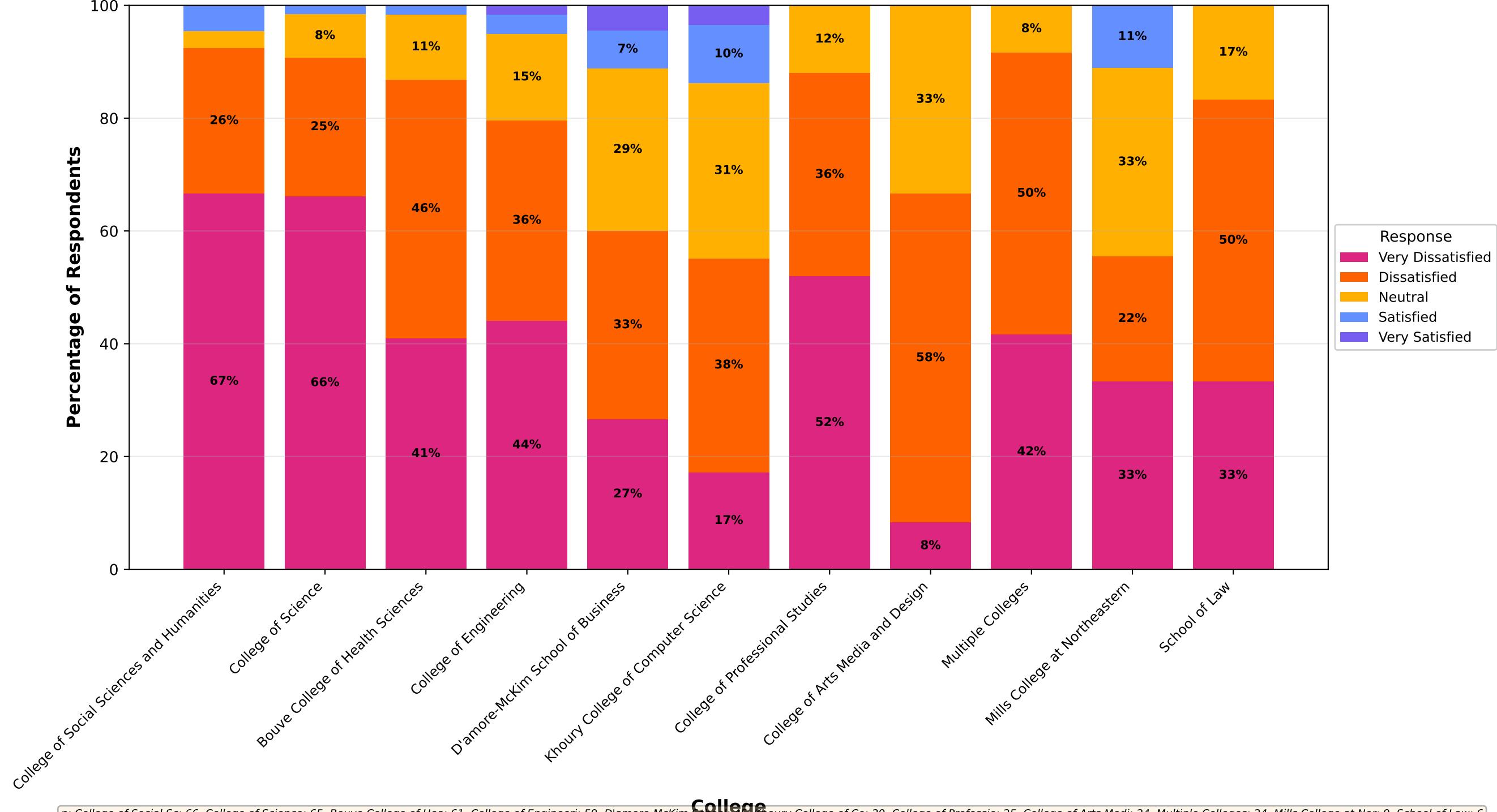
Q55: How safe do you feel on campus during the day?



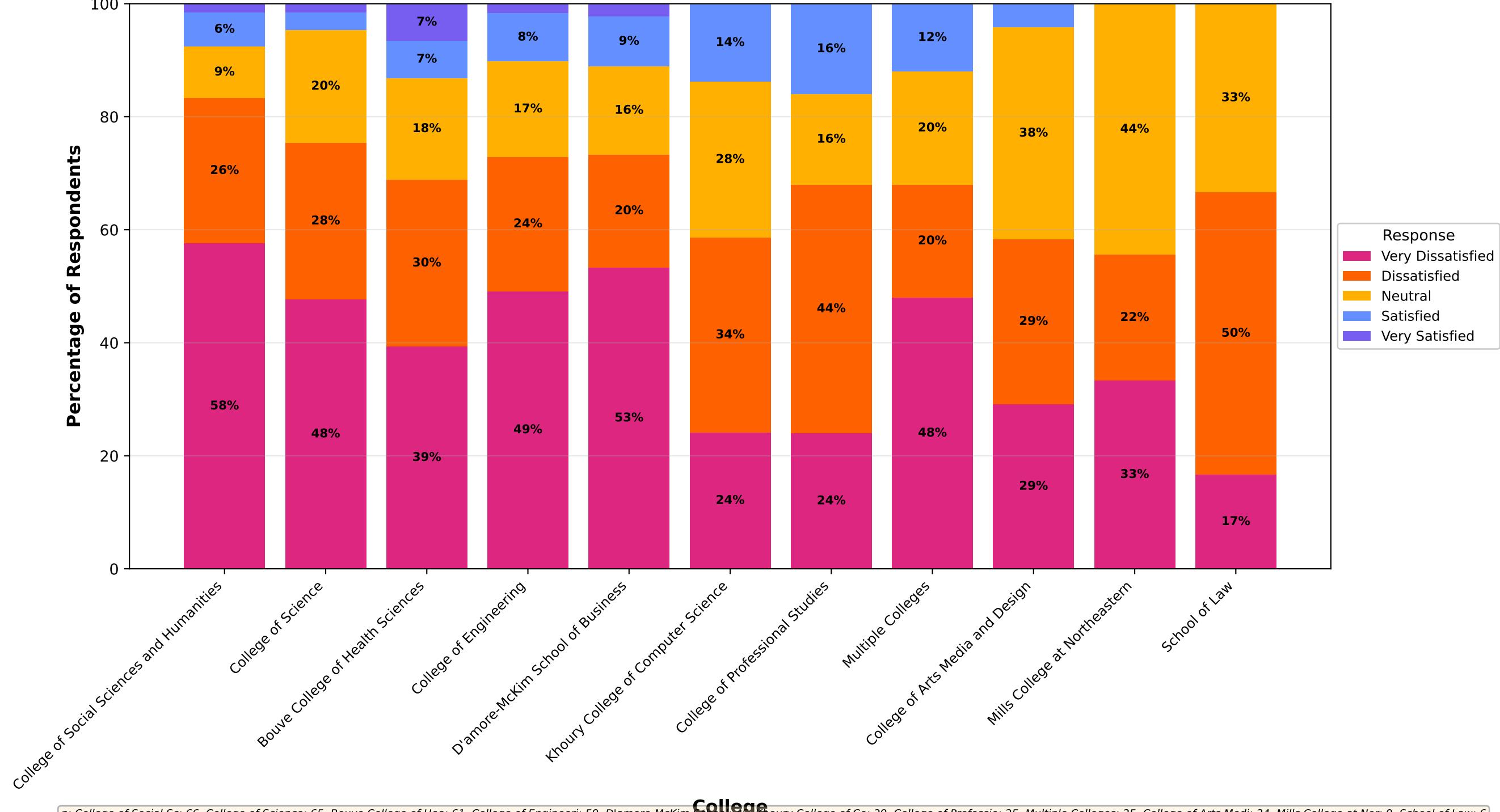
Q56: How safe do you feel on campus at night?



Q57: How satisfied are you with your department's budget?



Q58: How satisfied are you with your college's budget transparency?



Q59: How satisfied are you with the University's budget transparency?

