Dear Dr. name:

On behalf of President Gutmann and Provost Price, I would like to thank you for your participation in the first-ever survey of the entire Penn faculty. Developed in partnership with the Deans and the Faculty Senate, responses to the survey are confidential. Only the Office of Institutional Research & Analysis will see individual responses and aggregate results will be prepared for the university, the schools and for individual departments with 20 or more faculty members. Any results that potentially reveal the identity of individual faculty members will not be reported.

Because the accuracy of results is highly dependent on collecting a large number of responses from a wide variety of Penn faculty members, we encourage you to take time to complete the Faculty Survey. It will likely take you no more than fifteen minutes to finish it. The results will be used as the basis for future initiatives to improve resources and faculty experiences at Penn.

Thank you again for helping us learn more about your experiences at Penn.

Sincerely,

Lynn Hollen Lees
Vice Provost for Faculty

Begin the survey >>

SURVEY INSTRUCTIONS
Once you submit a section by hitting the "next" button, your answers will be saved for that section. After you have submitted a section, you may go back to it by using the back arrow on your browser. You may also return to the survey at a later time by returning to the link you received by email. Your previously submitted answers will be displayed for you to edit if you wish. If you edit answers in a section, you must click the "next" button for that section to save the changes.

If you have questions or require technical assistance with this survey, please email the Survey Research Institute or call 1-888-367-8404.
Atmosphere of Department (or School, if no department)

Please indicate your agreement or disagreement with the following statements:

<table>
<thead>
<tr>
<th></th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neither Agree Nor Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
<th>Not Applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Interdisciplinary research is recognized and rewarded by my department (or school, if no department).</td>
<td></td>
<td></td>
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<tr>
<td>My chair creates a collegial and supportive environment.</td>
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<tr>
<td>My dean helps me obtain the resources I need.</td>
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</tr>
<tr>
<td>I have a voice in the decision-making that affects the direction of my department (or school, if no department).</td>
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<tr>
<td>I can navigate the unwritten rules concerning how to conduct oneself as a faculty member.</td>
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</tr>
<tr>
<td>I am satisfied with opportunities to collaborate with faculty in other departments at Penn.</td>
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</tr>
<tr>
<td>My department (or school, if no department) is a place where individual faculty may comfortably raise personal and/or family responsibilities when scheduling work-related obligations.</td>
<td></td>
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<tr>
<td>I feel excluded from an informal network in my department (or school, if no department).</td>
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<td></td>
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<tr>
<td>I have to work harder than some of my colleagues to be perceived as a legitimate scholar.</td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>My department (or school, if no department) makes genuine efforts to recruit and retain women faculty.</td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>My department (or school, if no department) makes genuine efforts to recruit and retain minority faculty.</td>
<td></td>
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<td></td>
</tr>
</tbody>
</table>

If you have questions or require technical assistance with this survey, please email the Survey Research Institute or call 1-888-367-8404.
Workload

Overall, how would you rate the reasonableness of your workload?

- Much too light
- Too light
- About right
- Too heavy
- Much too heavy

Over the past three years, how many undergraduates have had significant research experience* under your direction or oversight?

*The definition of "significant research experience" varies by discipline, but could include a senior thesis or senior design project, a laboratory or field experience that involved taking part in project design and analysis, and archival or library research which included high-level analysis of secondary literature on a topic. It might include an independent study or thesis course for credit, but would not, in most cases, include a seminar or research methods course.

To what extent do your own administrative and committee assignments interfere with your research productivity?

- Not at all
- To a small extent
- To some extent
- To a moderate extent
- To a great extent

How many of each of the following types of advisees do you have?

- Undergraduate students
- Graduate students
- Postdoctoral associates or fellows
- Informal student advisees

Please indicate the number of committees (formal and ad hoc) you served on within the last year, excluding thesis committees:

- Departmental committees
- University/ School/ Divisional committees
- External committees or boards related to your discipline (e.g., accreditation; editor of a journal; officer of a professional association)
Workload

Have you ever served in any of the following administrative capacities? If so, did you receive teaching relief in exchange for taking on this administrative responsibility? (Check all that apply.)

<table>
<thead>
<tr>
<th>Served in administrative capacity?</th>
<th>Served currently or served within the past five academic years</th>
<th>Served prior to the past five academic years</th>
<th>Received teaching relief?</th>
<th>Yes</th>
<th>No</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chair of department/unit</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other administrative capacity</td>
<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
</tbody>
</table>

During an academic year, roughly how many hours is your typical work week?

As you think about how you spend your time in an academic year, how many hours do you spend on each of the following work-related activities in an average week?

- Teaching (including preparing materials for class, lecturing, etc.)
- Meeting or communicating with students outside of class (office hours, advising, supervising research, writing letters of recommendation, etc.)
- Scholarship or conducting research (including writing, attending professional meetings, etc.)
- Fulfilling administrative responsibilities/ committee work/ University service
- External paid consulting
- Clinical work
- Other activities related to work as a faculty member - please specify

Hours spent on this activity PER WEEK?

Teaching (including preparing materials for class, lecturing, etc.)
- Select

Meeting or communicating with students outside of class (office hours, advising, supervising research, writing letters of recommendation, etc.)
- Select

Scholarship or conducting research (including writing, attending professional meetings, etc.)
- Select

Fulfilling administrative responsibilities/ committee work/ University service
- Select

External paid consulting
- Select

Clinical work
- Select

Other activities related to work as a faculty member - please specify
- Select
Mentoring

Have you been mentored by another faculty member within the past five years, either through a formal or informal mentoring program in your school?

- Yes, by assignment
- Yes, by my choice
- Yes, both by assignment and my choice
- No

Please indicate your agreement or disagreement with the following statement:

While at Penn, I have received mentoring that has been very helpful to me.

<table>
<thead>
<tr>
<th></th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neither Agree Nor Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
<th>Not Applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Formal mentoring</td>
<td></td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Informal mentoring</td>
<td></td>
<td></td>
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<td></td>
</tr>
</tbody>
</table>

Please identify any areas where you feel your department (or school, if no department) should do more to assist individuals with questions or concerns on the particular subject. Check all that apply.

- Teaching
- Research
- Service
- Work-life balance
- Tenure and promotion
- Departmental (or school, if no department) politics and culture
- Other - please specify: __________
Promotion/Tenure

Please indicate your agreement or disagreement with the following statement:

My department's (or school's, if no department) standards for promotion are clear to me.

- Strongly Disagree
- Disagree
- Neither Agree Nor Disagree
- Agree
- Strongly Agree
- Don't Know

In your department (or school, if no department), to what extent are the following items important in the tenure or promotion to associate professor process?

<table>
<thead>
<tr>
<th>Item</th>
<th>Not at all important</th>
<th>Somewhat important</th>
<th>Important</th>
<th>Very important</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Quality of scholarly work</td>
<td></td>
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</tr>
<tr>
<td>Research Funding</td>
<td></td>
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<tr>
<td>Teaching contributions</td>
<td></td>
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<tr>
<td>Service (i.e. committee work, etc.)</td>
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<td></td>
</tr>
<tr>
<td>Clinical work</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Patents</td>
<td></td>
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<td></td>
</tr>
</tbody>
</table>

At any time since you started working at Penn, have you received relief from teaching or other workload duties for personal reasons, including care-giving for a child or parent, your own health concerns, or a family crisis?

- Yes, within the past year
- Yes, more than a year ago but within the past five years
- Yes, more than five years ago
- No

How supportive was your department (or school, if no department) unit concerning your relief from teaching or other workload duties?

- Very unsupportive
- Somewhat unsupportive
- Neither unsupportive nor supportive
- Somewhat supportive
- Very supportive

If you have questions or require technical assistance with this survey, please email the Survey Research Institute or call 1-888-367-8404. 

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Prepared on 21 Dec 2011
Promotion/Tenure

If you have NOT received any form of workload relief since you began working at Penn, please indicate which, if any, factors may have influenced this circumstance. Check all that apply.

- No need/ did not fit within eligibility of policies
- Concerns about tenure or promotion decision
- Concerns about supportiveness of department (or school, if no department)
- Prefer not to say
- Other - please specify: 

At any time since you started working at Penn, have you had your tenure or promotion clock slowed or stopped for personal reasons, including care giving for a child or parent, your own health concerns, or a family crisis?

- Yes, within the past year
- Yes, more than a year ago but within the past five years
- Yes, more than five years ago
- No

How supportive was your department (or school, if no department) concerning your having your tenure clock stopped or slowed?

- Very unsupportive
- Unsupportive
- Neither unsupportive nor supportive
- Supportive
- Very supportive

If you have NOT had your tenure clock slowed or stopped since you began working at Penn, please indicate which, if any, factors may have influenced this circumstance.

- No need/ did not fit within eligibility of policies
- Concerns about tenure or promotion decision
- Concerns about supportiveness of department (or school, if no department)
- Prefer not to say
- Other - please specify: 

If you have questions or require technical assistance with this survey, please email the Survey Research Institute or call 1-888-367-8404.
Sabbatical

Please indicate your agreement or disagreement with the following statement:

In my department (or school, if no department), faculty members are encouraged to take periodical sabbaticals from teaching commitments.

- Strongly Disagree
- Disagree
- Neither Agree Nor Disagree
- Agree
- Strongly Agree
- Don't Know

Please answer Yes or No to the following questions

<table>
<thead>
<tr>
<th>Question</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>Have you used the sabbatical benefit within the last 7 years?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>During your last sabbatical, were you relieved of all teaching duties?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>During your last sabbatical, were you relieved of all University admin?</td>
<td></td>
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</tr>
<tr>
<td>Have you requested a sabbatical and been denied? - please comment:</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

If you have questions or require technical assistance with this survey, please email the Survey Research Institute or call 1-888-367-8404.
### Hiring / Retention

**To what extent, if at all, have you considered the following as reasons to leave Penn?**

<table>
<thead>
<tr>
<th>Reason</th>
<th>Not at all</th>
<th>To some extent</th>
<th>To a great extent</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>To increase your salary</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>To improve your prospects for tenure</td>
<td></td>
<td></td>
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<tr>
<td>To find a more supportive work environment</td>
<td></td>
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<tr>
<td>To increase your time to do research</td>
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<tr>
<td>To pursue a nonacademic job</td>
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<tr>
<td>To reduce stress</td>
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<tr>
<td>To address child-related issues</td>
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<tr>
<td>To improve the employment situation of your spouse/ partner</td>
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<tr>
<td>To Retire</td>
<td></td>
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<tr>
<td>To work in a more diverse environment</td>
<td></td>
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</tr>
<tr>
<td>To gain better access to scholars in my field</td>
<td></td>
<td></td>
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<tr>
<td>To gain better administrative support</td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Other - please specify:</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

If you have questions or require technical assistance with this survey, please email the Survey Research Institute or call 1-888-367-8404.
Please provide the dates you attained the following degrees. If you have attained more than one degree in any category, please provide the year for the most recent degree earned in that category.

<table>
<thead>
<tr>
<th>Type of degree</th>
<th>Year Awarded</th>
<th>Institution Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ph.D. or other related doctorate</td>
<td>-- Select --</td>
<td></td>
</tr>
<tr>
<td>M.D., D.V.M./V.M.D., D.D.S./D.M.D., or other health/medical degree</td>
<td>-- Select --</td>
<td></td>
</tr>
<tr>
<td>J.D., Bachelor of Laws, or other law degree</td>
<td>-- Select --</td>
<td></td>
</tr>
<tr>
<td>Professional Master's (M.F.A., M.B.A., M.S.W. M.P.H., M.S.N. etc)</td>
<td>-- Select --</td>
<td></td>
</tr>
</tbody>
</table>

If you have questions or require technical assistance with this survey, please email the Survey Research Institute or call 1-888-367-8404.
Life Outside of Penn

Do you have a spouse or domestic partner?
- Yes, I have a spouse
- Yes, I have a domestic partner
- No

What is your spouse's/partner's principal activity?
- Employed Full-time
- Employed Part-time
- Not employed and actively seeking employment
- Not employed and not seeking employment
- Retired
- Student
- Other
- Not applicable

Is your spouse/partner a faculty member or other academic?
My spouse/partner is ...
- not an academic
- a faculty member
- a postdoctoral fellow or research associate
- in an academic position other than faculty, post-doc or research associate
- a graduate or professional student
- not applicable

If you have questions or require technical assistance with this survey, please visit the Survey Research Institute or call 1-888-367-8404.
Life Outside of Penn

Does your spouse or partner work at Penn?

- Yes  
- No

If you have children, please list their ages.

- Child 1  years
- Child 2  years
- Child 3  years
- Child 4  years
- Child 5  years
- Child 6  years
- Child 7  years
- Child 8  years
- Child 9  years
- Child 10 years

Roughly how many hours a week do you spend engaged in household, childcare and/or adult care duties?

-- Select --

If you have questions or require technical assistance with this survey, please email the Survey Research Institute or call 1-888-367-8404.
Penn Culture and Climate

How often do you have conversations with faculty who differ from you...

<table>
<thead>
<tr>
<th></th>
<th>Rarely or never</th>
<th>Occasionally</th>
<th>Often</th>
<th>Very often</th>
<th>Don't know</th>
</tr>
</thead>
<tbody>
<tr>
<td>in race or ethnicity</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>in nationality</td>
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<tr>
<td>in sexual orientation</td>
<td></td>
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<tr>
<td>in religious beliefs</td>
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<td></td>
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<tr>
<td>in political beliefs</td>
<td></td>
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<tr>
<td>in economic background</td>
<td></td>
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<tr>
<td>in belonging to other Penn schools (e.g., College, Engineering, Nursing, Wharton)</td>
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</tr>
</tbody>
</table>

Indicate how strongly you agree or disagree with each of the following statements:

<table>
<thead>
<tr>
<th></th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
<th>Don't know</th>
</tr>
</thead>
<tbody>
<tr>
<td>I feel free to express my political beliefs on campus</td>
<td></td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>I feel free to express my religious beliefs on campus</td>
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</tr>
<tr>
<td>Faculty members are respected here regardless of their race or ethnicity</td>
<td></td>
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</tr>
<tr>
<td>Faculty members are respected here regardless of their sexual orientation</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Faculty members are respected here regardless of their gender</td>
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<td></td>
</tr>
</tbody>
</table>
Penn Culture and Climate

What is your impression of Penn's campus community?

<table>
<thead>
<tr>
<th></th>
<th>Not at all</th>
<th>A little</th>
<th>Moderately</th>
<th>Very</th>
</tr>
</thead>
<tbody>
<tr>
<td>Safe</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Welcoming</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Competitive</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Diverse</td>
<td></td>
<td></td>
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</tr>
</tbody>
</table>

Do you identify yourself as lesbian, gay, bisexual, or queer?

- Yes
- No
- I would prefer not to respond

If you have questions or require technical assistance with this survey, please email the Survey Research Institute or call 1-888-367-8404.
Satisfaction

Overall, how satisfied are you being a faculty member at Penn?

- Very dissatisfied
- Dissatisfied
- Neither satisfied nor dissatisfied
- Satisfied
- Very satisfied

How satisfied are you with the resources Penn provides to support your research and scholarship?

- Very dissatisfied
- Dissatisfied
- Neither satisfied nor dissatisfied
- Satisfied
- Very satisfied

How satisfied are you with the resources Penn provides to support your teaching?

- Very dissatisfied
- Dissatisfied
- Neither satisfied nor dissatisfied
- Satisfied
- Very satisfied

If you have questions or require technical assistance with this survey, please email the Survey Research Institute or call 1-888-367-8404.
## Satisfaction

### Please indicate your level of satisfaction in the following areas

<table>
<thead>
<tr>
<th>Compensation</th>
<th>Very dissatisfied</th>
<th>Dissatisfied</th>
<th>Neither satisfied nor dissatisfied</th>
<th>Satisfied</th>
<th>Very satisfied</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Start-up funds</td>
<td></td>
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<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Resources</th>
<th>Very dissatisfied</th>
<th>Dissatisfied</th>
<th>Neither satisfied nor dissatisfied</th>
<th>Satisfied</th>
<th>Very satisfied</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Office space</td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Lab or research space</td>
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<tr>
<td>Classroom space</td>
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<td></td>
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<tr>
<td>Library resources</td>
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<tr>
<td>Computer resources</td>
<td></td>
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<tr>
<td>Clerical and administrative staff</td>
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<td></td>
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<tr>
<td>Technical and research staff</td>
<td></td>
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<tr>
<td>Computing support staff</td>
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<td>Support for securing grants</td>
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<td>Travel funds</td>
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<td>Departmental (or school, if no department) research seminars and workshops</td>
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If you have questions or require technical assistance with this survey, please email the Survey Research Institute or call 1-888-367-8404.
Final Comments

Would you like to clarify or add to any of your responses, or is there anything else you would like to tell us about Penn?

If you have questions or require technical assistance with this survey, please email the Survey Research Institute or call 1-888-367-8404.
Thank you for taking the time to complete this survey.

Your survey has been submitted, please close your browser.

If you have questions or require technical assistance with this survey, please contact the Survey Research Institute or call 1-888-367-8404.