



# College + University Teaching Environment Survey 2021

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## 1. As you have been preparing for this term or semester, how often have you felt the following about your teaching?

*Response options: Very often, Often, Sometimes, Rarely, Never*

- a. A sense of freedom to make my own choices.
- b. Confidence in my ability to do things well.
- c. The people I care about (students, colleagues, etc.) also care about me.
- d. My decisions reflect what I really want.
- e. I am capable of doing what I do.
- f. I am supported by the people whom I care about (students, colleagues, etc.).
- g. My choices express who I really am as an educator.
- h. I can competently achieve my goals.
- i. I am close with people who are important to me (students, colleagues, etc.).
- j. I do what really interests me.
- k. I can successfully complete difficult tasks.
- l. I experience warm feelings with the people I spend time with (students, colleagues, etc.).

## 2. How much do you agree or disagree with the following statements?

*Response options: Strongly agree, Agree, Slightly agree, Slightly disagree, Disagree, Strongly disagree*

- a. I am satisfied and rewarded by my work.
- b. I am satisfied with the current trajectory of my career and personal life.
- c. I am satisfied with the amount of time I can devote to non-work activities.
- d. I can adequately take part in activities that reinvigorate me.
- e. I am satisfied with my current work and personal life balance.
- f. My work closely reflects my personal values.
- g. I have adequate flexibility in my work to respond to personal matters or emergencies.
- h. I am satisfied with my institution's policies for extended time off (family leave, medical leave, etc.).
- i. My department supports both my work and personal needs.

## 3. Do you conduct research, either required or optional, as part of your work at your institution?

*Response options: Yes, No [Note that respondents who select No will not see text highlighted in gray.]*

## 4. How much do you agree or disagree with the following statements?

*Response options: Strongly agree, Agree, Slightly agree, Slightly disagree, Disagree, Strongly disagree*

- a. My institution values my teaching.
- b. My institution values my research, creative, or scholarly activities.
- c. My institution values my service.
- d. My institution's expectations for how much teaching, research, and service that I should do are reasonable.
- e. I am satisfied with the proportions of teaching, research, and service in my work.
- f. I have ample opportunities to participate in activities that blend my teaching with other aspects of my work (Scholarship of Teaching and Learning, High-Impact Practices, faculty learning communities, undergraduate research, etc.).

**5. How much do you agree or disagree with the following statements?**

*Response options: Strongly agree, Agree, Slightly agree, Slightly disagree, Disagree, Strongly disagree*

- a. My department chair or supervisor cares about me as a person.
- b. I have good working relationships with administrative staff at my institution.
- c. I have good working relationships with colleagues in my department.
- d. My colleagues are committed to my success.
- e. My colleagues understand how aspects of my identity influence my teaching.
- f. My colleagues understand how aspects of my identity influence my scholarship.
- g. I have at least one close colleague at my institution.

**6. How much do you agree or disagree with the following statements?**

*Response options: Strongly agree, Agree, Slightly agree, Slightly disagree, Disagree, Strongly disagree*

- a. I share teaching interests with at least one colleague in my department.
- b. My colleagues value my teaching.
- c. My colleagues talk about teaching improvement.
- d. My colleagues use data to improve student learning.
- e. Faculty at my institution are held to high professional standards for teaching.
- f. My department supports me to do my best teaching.
- g. My department publicly recognizes quality teaching.
- h. My department supports experimentation with new ways of teaching.

**7a. Have you participated in, or are you aware of, a formal mentorship program at your institution? (Select all that apply, if applicable.)**

*Response options: Selected, Not selected*

- Yes, as a mentor
- Yes, as a mentee
- Yes, but I did not participate as a mentor or mentee [*exclusive response*]
- No [*exclusive response*]

**7b. [If yes, as a mentee] How important has your mentor been to you with respect to the following?**

*Response options: Essential, Very important, Important, Somewhat important, Not at all important*

- a. Feeling a sense of belonging
- b. Socializing you to the norms of your institution
- c. Navigating your institution's tenure, promotion, or merit processes
- d. Improving your teaching practices
- e. Supporting your professional growth and development
- f. Achieving your research goals

**8. How much do the following reflect your identity and core values as a person?**

*Response options: Very much, Quite a bit, Some, Very little, Not at all*

- a. Your teaching practices
- b. The content of the courses you teach
- c. Your interactions with students
- d. The topics of your research, creative, or scholarly activities
- e. Your research, creative, or scholarly products
- f. Your research, creative, or scholarly collaborative relationships
- g. Your service to your department
- h. Your service to your institution
- i. Your service to higher education

**9. In your experience, how committed to quality teaching are the following people at your institution?**

*Response options: Very committed, Quite committed, Committed, Somewhat committed, Not at all committed*

- a. Department colleagues
- b. Department chair
- c. Upper-level administrators (deans, provosts, vice presidents, president, etc.)
- d. Faculty colleagues from other departments
- e. Student affairs professionals

**10. How much do you agree or disagree with the following statements?**

*Response options: Strongly agree, Agree, Slightly agree, Slightly disagree, Disagree, Strongly disagree*

- a. I have the time I need to prepare for class.
- b. I have the resources I need to do my best teaching (office space, technology, materials, etc.).
- c. The environments (classroom, online, etc.) I teach in are conducive to quality teaching.
- d. I know where to go for help with teaching at my institution.
- e. I have opportunities to learn and grow in my teaching.

**11. As you have been preparing for this term or semester, have you participated in the following?**

*Response options: Yes, No*

- a. Formal professional development activities (visited a Center for Teaching and Learning, attended a workshop or training session, etc.) to *improve your teaching*
- b. Formal professional development activities to improve the *inclusion of diversity in your courses*
- c. Informal professional development activities (discussed with colleagues, consulted reference material, etc.) to *improve your teaching*
- d. Informal professional development activities to improve the *inclusion of diversity in your courses*

**12. How concerned are you about effectively dealing with the following in your courses?**

*Response options: Very concerned, Concerned, Somewhat concerned, A little concerned, Not at all concerned*

- a. Student incivility
- b. Conflict between students
- c. Controversial or disruptive events on campus
- d. Student disclosure of sensitive information during class
- e. Student disclosure of sensitive information in course assignments
- f. Differing beliefs or opinions between you and students, or among students

**13. How much do the following characterize your courses?**

*Response options: Very much, Quite a bit, Some, Very little, Not at all*

- a. Students gain an understanding of how course topics connect to societal problems or issues.
- b. Students develop skills necessary to work effectively with people from various backgrounds.
- c. The course content covers contributions to the field by people from multiple cultures.
- d. The course emphasizes multiple approaches to analyzing issues or solving problems.
- e. You learn about student characteristics to improve class instruction.
- f. You explore your own cultural and scholarly biases as part of class preparation.
- g. You address your potential biases about course-related issues during class.
- h. You vary your teaching methods to allow for the multiple ways students learn.
- i. The classroom atmosphere encourages the active participation of all students.
- j. Students feel empowered in their learning.
- k. You evaluate student learning using multiple techniques.
- l. You adjust aspects of the course (e.g., pace, content, or assignments) based on student learning needs.

**14. With respect to your courses, how important are the following to you?**

*Response options: Essential, Very important, Important, Somewhat important, Not at all important*

- a. Increasing the inclusion of diversity in your institution's curriculum
- b. Increasing the inclusion of diversity in your department's curriculum
- c. Helping students recognize their own cultural norms and biases
- d. Creating opportunities for students to learn about other cultures
- e. Creating opportunities for students to discuss issues of equity or privilege
- f. Helping students include diverse perspectives in course discussions or assignments
- g. Helping students connect their learning to societal problems or issues

**15. In your experience, how committed to diversity, equity, and inclusion efforts are the following people at your institution?**

*Response options: Very committed, Quite committed, Committed, Somewhat committed, Not at all committed*

- a. Department colleagues
- b. Department chair
- c. Upper-level administrators (deans, provosts, vice presidents, president, etc.)
- d. Faculty colleagues from other departments
- e. Student affairs professionals

**16. How much does your institution provide a supportive environment for the following forms of diversity?**

*Response options: Very much, Quite a bit, Some, Very little, Not at all*

- a. Age
- b. Country of citizenship
- c. Disability or impairment
- d. Economic status or class
- e. Gender identity
- f. Political views
- g. Racial or ethnic identification
- h. Religious or spiritual views
- i. Sexual orientation

**17a. Have you experienced offensive behavior, discrimination, isolation, or harassment at your institution?**

*Response option: Yes, and it interfered with my ability to work; Yes, but it did not interfere with my ability to work; No*

**17b. [If Yes] Upon what was it based? (Select all that apply.)** *Selected, Not selected*

- Academic rank, title, or current position
- Age
- Country of citizenship
- Disability or impairment
- Economic status or class
- Gender identity
- Political views
- Racial or ethnic identification
- Religious or spiritual views
- Sexual orientation
- Other, please specify: [TEXT]

**18. How much do you agree or disagree with the following statements?**

*Response options: Strongly agree, Agree, Slightly agree, Slightly disagree, Disagree, Strongly disagree*

- a. My institution is committed to resolving conflicts that involve bias, discrimination, and prejudice.
- b. My institution helps people resolve their disagreements with each other.
- c. My institution encourages people to contribute to the well-being of their community.
- d. Faculty at this institution respect one another.
- e. Faculty at this institution respect the administrative staff.
- f. Faculty at this institution respect the students.

**19. In the following items, “diverse” others are people who differ in terms of background (social, racial/ethnic, religious, etc.) With that in mind, how much do you agree or disagree with the following statements?**

*Response options: Strongly agree, Agree, Slightly agree, Slightly disagree, Disagree, Strongly disagree*

- a. My institution is committed to supporting and retaining diverse senior leaders (deans, provosts, vice presidents, president, etc.).
- b. My institution is committed to supporting and retaining diverse faculty.
- c. My institution is committed to supporting and retaining diverse administrative staff.
- d. My institution is committed to supporting and retaining diverse students.
- e. I regularly interact with diverse faculty at my institution.
- f. I regularly interact with diverse administrative staff at my institution.
- g. I regularly interact with diverse students at my institution.
- h. I regularly interact with diverse people in my community.

**20. How much do upper-level administrators (deans, provosts, vice presidents, president, etc.) at your institution do the following?**

*Response options: Very much, Quite a bit, Some, Very little, Not at all*

- a. Demonstrate a commitment to diversity
- b. Provide faculty with the resources needed for success in a multicultural world
- c. Create a sense of community among faculty
- d. Ensure that people are not stigmatized because of their identities (racial/ethnic, gender, religious, sexual orientation, etc.)
- e. Provide information about anti-discrimination and harassment policies
- f. Take allegations of discrimination or harassment seriously
- g. Help faculty develop the skills to confront discrimination and harassment

**21. In a typical school year, how often have you done the following?**

*Response options: Very often, Often, Sometimes, Rarely, Never*

- a. Reached out to an institutional colleague for support
- b. Engaged with a campus-based faculty or staff affinity group
- c. Reached out to a non-institutional colleague for support
- d. Engaged with a professional association network for support
- e. Used health and wellness practices to address work-related stress

**22. In preparing for this term or semester, how much have the following interfered with your ability to succeed as a faculty member?**

*Response options: Very much, Quite a bit, Some, Very little, Not at all*

- a. Your overall level of stress
- b. Your overall feelings of depression
- c. Your overall feelings of anxiety

**23. In preparing for this term or semester, how much have the following been a source of stress for you?**

*Response options: Very much, Quite a bit, Some, Very little, Not at all*

- a. Your teaching responsibilities
- b. Your research responsibilities
- c. Your service responsibilities
- d. Relationships with colleagues
- e. Relationships with students
- f. Time management
- g. Household or care giving responsibilities
- h. Your personal finances
- i. Your physical health
- j. Sleeping well
- k. Intimate relationships

**24. How much do you agree or disagree with the following statements?**

*Response options: Strongly agree, Agree, Slightly agree, Slightly disagree, Disagree, Strongly disagree*

- a. I feel physically safe at *this institution*.
- b. I feel comfortable being myself at *this institution*.
- c. I feel valued by *this institution*.
- d. I feel like part of the community at *this institution*.
- e. I feel comfortable being myself in *my department*.
- f. I feel valued in *my department*.
- g. I feel like part of the community in *my department*.

**25a. During your faculty career, how often have you seriously considered the following?**

*Response options: Very often, Often, Sometimes, Rarely, Never*

- a. Leaving your institution
- b. Leaving the professoriate
- c. Leaving academia

**25b. [If Very often, Often, or Sometimes to any of the above] How much did your considerations for leaving have to do with the following?**

*Response options: Very much, Quite a bit, Some, Very little, Not at all*

- a. Inequity in institutional processes and policies
- b. Balance and flexibility for work and life
- c. Access to resources or opportunities for professional development
- d. Relationships with colleagues
- e. Feeling a lack of respect or belonging
- f. Institutional climate for diversity

**26a. Is your position reviewed as part of a merit process?**

*Response options: Yes, No*

**26b. [If yes] How much do you agree or disagree with the following statements about the merit review process at your institution?**

*Response options: Strongly agree, Agree, Slightly agree, Slightly disagree, Disagree, Strongly disagree*

- a. I have been adequately advised about the merit review process, including standards and criteria.
- b. The expectations of the merit review process are reasonable.
- c. The merit review process is fair.
- d. I am satisfied with the merit review process.

**26c. How important are the following in the merit review process at your institution?**

*Response options: Essential, Very important, Important, Somewhat important, Not at all important*

- a. Contributions to student learning
- b. Teaching practices, skills, and abilities
- c. Scholarship of teaching and learning
- d. Teaching awards
- e. End-of-term course evaluations
- f. Professional development for the improvement of teaching

**27a. Is your position reviewed as part of a tenure or promotion process?**

*Response options: Yes, No*

**27b. [If yes] How much do you agree or disagree with the following statements about the tenure or promotion process at your institution?**

*Response options: Strongly agree, Agree, Slightly agree, Slightly disagree, Disagree, Strongly disagree*

- a. I have been adequately advised about the tenure or promotion process, including standards and criteria.
- b. The expectations of the tenure or promotion process are reasonable.
- c. The tenure or promotion review process is fair.
- d. I am satisfied with the tenure or promotion process.

**27c. How important are the following in the tenure or promotion process at your institution?**

*Response options: Essential, Very important, Important, Somewhat important, Not at all important*

- a. Contributions to student learning
- b. Teaching practices, skills, and abilities
- c. Scholarship of teaching and learning
- d. Teaching awards
- e. End-of-term course evaluations
- f. Professional development for the improvement of teaching

**28a. Are you aware of inappropriate discrimination in the *merit, tenure, or promotion* processes at your institution?**

*Response options: Yes, No*

**28b. [If Yes] Upon what was it based? (Select all that apply.)** *Selected, Not selected*

- Age
- Country of citizenship
- Disability or impairment
- Economic status or class
- Gender identity
- Political views
- Racial or ethnic identification
- Religious or spiritual views
- Sexual orientation
- Other, please specify: [TEXT]

**29a. Within the past 3 years, have you been part of a hiring decision for faculty at your institution?**

*Response options: Yes, No*

**29b. [If Yes] How important were the following in the hiring process?**

*Response options: Essential, Very important, Important, Somewhat important, Not at all important*

- a. Contributions to student learning
- b. Teaching practices, skills, and abilities
- c. Scholarship of teaching and learning
- d. Teaching awards
- e. End-of-term course evaluations
- f. Professional development for the improvement of teaching

**30a. Are you aware of inappropriate discriminatory *hiring* practices at your institution?**

*Response option: Yes, No*

**30b. [If Yes] Upon what were they based? (Select all that apply.)** *Selected, Not selected*

- Age
- Country of citizenship
- Disability or impairment
- Economic status or class
- Gender identity
- Political views
- Racial or ethnic identification
- Religious or spiritual views
- Sexual orientation
- Other, please specify: [TEXT]

**31. In the coming school year, about how many hours do you anticipate spending on each of the following in a typical 7-day week?**

*Response options: 0, 1-4, 5-8, 9-12, 13-16, 17-20, 21-30, More than 30 hours*

- a. Teaching activities (preparing, teaching class sessions, grading, meeting with students outside of class, etc.)
- b. Advising students
- c. Research, creative, or scholarly activities
- d. Service activities (committee work, administrative duties, etc.)



**32. In the coming school year, about how many hours do you anticipate spending on each of the following in a typical 7-day week?**

*Response options: 0, 1-4, 5-8, 9-12, 13-16, 17-20, More than 20 hours*

- a. Preparing class sessions
- b. Teaching class sessions
- c. Grading assignments and exams
- d. Meeting with students outside of class
- e. Course administration (emailing students, maintaining course website, etc.)
- f. Working to improve your teaching (self-reflection, meeting with teaching consultants, attending teaching or technology workshops, **conducting research on your own courses**, etc.)
- g. Doing consulting, freelance work, or employment outside of academia
- h. Doing community service or volunteer work
- i. Household, childcare, or other caregiving duties
- j. Relaxing and socializing

**33. What one word best describes the teaching culture at your institution?** [TEXT]

**34. What is the general area of the academic discipline of your appointment?**

*Response options: Arts & Humanities; Biological Sciences, Agriculture, & Natural Resources; Business; Communications, Media, & Public Relations; Education; Engineering; Health Professions; Physical Sciences, Mathematics, & Computer Science; Social Sciences; Social Service Professions; Other disciplines*

**35. In what format will you teach most of your courses during this term or semester?**

*Response options: Entirely in-person instruction on campus; Entirely in-person instruction at an auxiliary location (satellite campus, rented facility, etc.); Entirely online instruction where students attend class at specific times (synchronous); Entirely online instruction where students always participate at times of their choosing (asynchronous); A mix of in-person and online instruction*

**36. What is the total number of *undergraduate* courses you are scheduled to teach during this term or semester?**

*Response options: 0, 1, 2, 3, 4, 5 or more courses*

**37. What is the total number of *graduate* courses you are scheduled to teach during this term or semester?**

*Response options: 0, 1, 2, 3 or more courses*

**38. During this academic term or semester, does your institution consider you to be employed full time or part time?**

*Response options: Full time, Part time*

**39. Does your institution consider you to be an adjunct faculty member?**

*Response options: Yes, No*

**40. Do you hold an administrative position?**

*Response options: Yes, No*

**41. Which of the following best describes your academic rank or title?**

*Response options: Professor; Associate Professor; Senior Associate Professor; Assistant Professor; Instructor; Senior or Master Lecturer; Lecturer; Clinical Professor; Clinical Associate Professor; Clinical Assistant Professor; Clinical Instructor; Clinical Lecturer; Senior Research Professor or Scientist; Associate Research Professor or Scientist, Assistant Research Professor or Scientist; Research Instructor; Professor of Practice, Professional Practice or Artist in Residence; Emeritus Faculty; Visiting Faculty; Graduate Teaching Assistant; Other*

**42. What is your current tenure status?**

*Response options: Tenured; On tenure track but not tenured; Not on tenure track, but this institution has a tenure system; No tenure system at this institution*

**43. What is your gender identity?**

*Response options: Man; Woman; Another gender identity, please specify: [TEXT]; I prefer not to respond*

**44a. How would you describe yourself? (Select all that apply.)**

*Response options: Selected, Not selected*

- American Indian or Alaska Native
- Asian
- Black or African American
- Hispanic or Latina/o/x
- Middle Eastern or North African
- Native Hawaiian or other Pacific Islander
- White
- Another race or ethnicity
- I prefer not to respond [*exclusive response*]

**44b. In your own words, how would you describe your racial/ethnic identity? [TEXT]**

**45. Which of the following best describes your sexual orientation?**

*Response options: Straight (heterosexual); Bisexual; Gay; Lesbian; Queer; Questioning or unsure; Another sexual orientation, please specify: [TEXT]; I prefer not to respond*

**46. What do you want leaders to know about the teaching environment at your institution? (Please do not include any personally identifying information in your response.) [TEXT]**