The Faculty Senate, through its Council on Women, is collecting key data on issues related to the careers and workload of lecturers, teaching associates, and other "non-ladder" faculty at UW. This is a follow-up to our 2008 survey of all UW voting faculty, which identified concerns specific to non-ladder faculty. Thank you for taking the time to complete this survey about your experiences at UW. We estimate it will take on the order of 20 minutes to complete.

Your identifiable information is recorded by WebQ (the survey program) only through the randomized URL you received, allowing you to save and submit responses at a later time. This URL will be given on the exit page should you save the survey to return later, and is the same as that in the email you received. All responses are confidential, and your responses will be separated from the URL information before the data are viewed.

Your feedback will increase our understanding of UW lecturer and teaching associate experiences and will help shape recommendations pertaining to careers and workload of UW non-ladder faculty.

The first questions pertain to DEMOGRAPHICS.

**Question 1.**
Please indicate the gender with which you self-identify:

- Male
- Female
- Other
- Prefer not to answer

**Question 2.**
Please indicate which age bracket you are in:

- Younger than 40
- 40 or older
Question 3.
Regarding your parental status, please answer yes or no to the following:

Rows
Have child(ren) [If no, skip child age questions]
Have child(ren) 0-1 years old
Have child(ren) 2-5 years old
Have child(ren) 6-12 years old
Have child(ren) 13-18 years old
Have child(ren) older than 18 years old
  ❌ Yes
  ❌ No

Question 4.
Which of the following degrees do you have (check all that apply)?

- ☐ BA/BS/BFA
- ☐ MA/MS/MFA/MBA
- ☐ Candidate for PhD (PhC)
- ☐ PhD
- ☐ MD
- ☐ DDS
- ☐ JD
- ☐ Ed.D.
- ☐ Psy.D.
- ☐ Other (specify):

The following questions concern YOUR APPOINTMENT AT UW.

Question 5.
At what campus is your primary appointment?

- ☐ Seattle
- ☐ Bothell
- ☐ Tacoma
- ☐
Question 6.
In which group is your primary appointment?

- The Divisions of Arts, Humanities, and Social Sciences of the UW-Seattle College of Arts & Sciences, as well as Related A&S Programs at UW Bothell and UW Tacoma.
- The Division of Natural Sciences in Arts & Sciences, the College of the Environment, or Related Departments at UW Bothell or UW Tacoma
- The College of Engineering and Related Departments at UW Bothell and UW Tacoma
- The Colleges of Built Environments, Business, Education, Information, Law, and Public Affairs, as well as the Business and Education programs at UW Bothell and UW Tacoma
- The Colleges of Nursing, Pharmacy, Dentistry, Public Health, and Social Work, as well as the nursing programs at UW Bothell and UW Tacoma and the Social Work program at UW Tacoma.
- The School of Medicine

Question 7.
At what percentage of Full Time Equivalency (FTE) are you currently appointed (during Spring 2010)?

- 100 % (full-time)
- 75 % to 99 %
- 50 % to 74 %
- 25 % to 49 %
- < 25 %
- don't know

Question 8.
What is your rank or position?

- Principal Lecturer/Senior Lecturer
- Lecturer
- Extension Lecturer
- Teaching Associate
- Other (please specify):

Question 9.
For how long have you been in this rank?

- Select one...
- < 3 years
- 3-6 years
Question 10.
For how long have you been teaching at least 1 course per year at UW?

- Select one...
  - < 3 years
  - 3-6 years
  - 7-10 years
  - 10-13 years
  - 13-16 years
  - 17-20 years
  - > 20 years

Question 11.
Were you hired as part of a national search?

- Select one...
  - Yes
  - No
  - Don't Know

Question 12.
For how long is your current contract?

- Select one...
  - 1 quarter
  - 2 quarters
  - 3 quarters
  - 1 year
  - 2 years
  - 3 years
  - 4 years
  - 5 years
  - ≥ 6 years
  - permanent/indefinite
Question 13.
For how long was your previous contract with UW?

- Select one...
- 1 quarter
- 2 quarters
- 3 quarters
- 1 year
- 2 years
- 3 years
- 4 years
- 5 years
- ≥ 6 years
- permanent/indefinite
- don't know
- this is my first UW contract

Question 14.
Averaged over the past two years, approximately how many months of SALARY SUPPORT PER YEAR did you get from each of the following UW-BASED SOURCES?

Rows
State-line support (your name is on a budget line FTE)
Quarter-to-quarter (departmental funds, e.g. leave replacement)
Self-supporting through tuition (e.g. Educational Outreach, Distance Learning)
Teaching/pedagogy grants and contracts
Research grants grants and contracts
Don't know
- 0
- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
Question 15.
What percentage of your total (individual) income is represented in the previous question?

- Select one...
  - 100 %
  - 75 to 99 %
  - 50 to 74%
  - 25-49%
  - < 25 %

The next questions pertain to your TEACHING.

Question 16.
How many classes did you teach in each quarter during the past two years? (If you were responsible for organizing teaching or laboratory assistants for multiple sections of the same class, count that as one class; if you yourself were teaching multiple sections of the same course, count that as multiple classes with the same preparation). Independent study supervision is addressed in a separate question and should not be included here.

Rows
Spring 2010
Winter 2010
Fall 2009
Summer 2009
Spring 2009
Winter 2009
Fall 2008
Summer 2008
- 0
- 1
- 2 (both the same course)
- 2 (different class preps)
- 3 (all the same course)
- 3 (two different preps)
- 3 (all different preps)
Question 17.
For how many different courses (i.e. syllabi and class preparations) were you responsible from Summer 2009 through Spring 2010 (this year)?

Select one...
0
1
2
3
4
5
6
7
8
9
10
11
≥12

Question 18.
For how many different courses (i.e. syllabi and class preparations) were you responsible from Summer 2008 through Spring 2009 (last year)?

Select one...
0
1
2
3
4
5
6
7
8
9
10
11
≥12

Question 19.
From Summer 2009 through Spring 2010 (this year), how many of each kind of class did you teach?

**Rows**
- Very large undergraduate (> 250 students)
- Large undergraduate (100-249 students)
- Medium undergraduate (50-99 students)
- Medium-Small undergraduate (25-49 students)
- Small undergraduate (< 25 students)
- Large graduate (>30 students)
- Medium graduate (10-30 students)
- Small graduate (< 10 students)
- Courses with clinical trainees (medical/nursing/etc. students, residents, fellows)

  - 0
  - 1
  - 2
  - 3
  - ≥4

**Question 20.**
From Summer 2008 through Spring 2009 (last year), how many of each kind of class did you teach?

**Rows**
- Very large undergraduate (> 250 students)
- Large undergraduate (100-249 students)
- Medium undergraduate (50-99 students)
- Medium-Small undergraduate (25-49 students)
- Small undergraduate (< 25 students)
- Large graduate (>30 students)
- Medium graduate (10-30 students)
- Small graduate (< 10 students)
- Courses with clinical trainees (medical/nursing/etc. students, residents, fellows)

  - 0
  - 1
  - 2
  - 3
  - ≥4

**Question 21.**
How many student-quarters of independent study (e.g. research, directed reading, individual training) did you supervise from Summer 2009 to Spring 2010 (this year)?

**Rows**

- undergraduate students
- graduate students
- clinical trainees (med students, residents, etc.)

- 0
- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10
- 11
- 12
- 13
- 14
- 15
- ≥16

**Question 22.**

How many student-quarters of independent study (e.g. research, directed reading, individual training) did you supervise from Summer 2008 to Spring 2009 (last year)?

**Rows**

- undergraduate students
- graduate students
- clinical trainees (med students, residents, etc.)

- 0
- 1
- 2
- 3
- 4
- 5
- 6
- 7
Question 23.
How many classes per academic year (F/W/Sp) constitutes a full teaching load (100% FTE) for someone at your rank in your department?

Select one...
- Don't Know
- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10
- 11
- 12
- ≥16

Question 24.
Over the past year, how long before the beginning of each quarter did you know whether or not you would be teaching at least one course?

Rows
- Spring 2010
- Winter 2010
- Fall 2009
- Summer 2009
  - < 1 month
  - 1 - 2 months
  - 3 - 4 months
Question 25.
Over the past year, how long before the beginning of each quarter did you know which classes you would be teaching?

Rows
Spring 2010
Winter 2010
Fall 2009
Summer 2009

Question 26.
MY TEACHING LOAD IS [select one] RELATIVE TO OTHER [non-ladder / ladder] FACULTY IN MY DEPARTMENT/UNIT.

Rows
non-ladder (lecturer)
ladder (tenure-track)

Question 27.
MY TEACHING LOAD IS [select one] RELATIVE TO OTHER [non-ladder / ladder] FACULTY IN OTHER UW DEPARTMENTS/UNITS.

Rows
non-ladder (lecturer)
ladder (tenure-track)
  ○ Higher than
  ○ About the same as
  ○ Less than
  ○ Don’t know

**Question 28.**
MY AMOUNT OF TEACHING SUPPORT (e.g. TAs) IS [select one] RELATIVE TO OTHER [non-ladder / ladder] FACULTY IN MY DEPARTMENT/UNIT.

**Rows**
non-ladder (lecturer)
ladder (tenure-track)
  ○ Higher than
  ○ About the same as
  ○ Less than
  ○ Don’t know

**Question 29.**
Please rate your level of agreement/disagreement with the following statements:

**Rows**
I am satisfied with my teaching load at UW.
I am satisfied with my courses and/or type of teaching at UW.
I am satisfied with the amount of support I receive for my teaching at UW.
I am satisfied with the lead-time given about which courses I will be teaching at UW.
I have influence on the choice of which courses I will teach.
I am satisfied with the relationship between percentage appointment (% FTE) and number of courses taught per quarter.
  ○ Agree strongly
  ○ Agree somewhat
  ○ Disagree somewhat
  ○ Disagree strongly
  ○ Don’t know

**Question 30.**
Thank you for providing any comments you have about teaching at UW.

The next questions pertain to FLEXIBLE POLICY OPTIONS.
UW has several flexible policy options for faculty:

- Partial leave without pay (part time, with guaranteed return to full time within two years)
- Medical and family leave (paid and unpaid leave for medical and family care reasons)
- Paid professional leave (sabbatical)
- Teaching reduction for course development/departmental service/administration, etc.

**Question 31.**
For each statement, please check all flexible policy options that apply:

**Rows**
I am aware of the following flexible policy options at UW:
I do NOT believe I am eligible for the following flexible policy options at UW:
I have utilized the following flexible policy options at UW:
I was eligible to utilize the following flexible policy options, but chose not to do so:
My request to utilize the following flexible policy options at UW was denied:
I believe my department/unit would be supportive of my using the following flexible policy options:

- Partial leave without pay
- Medical/family leave
- Paid professional leave
- Teaching reduction for course development/departmental service/administration, etc.

**Question 32.**
If you were eligible but CHOSE NOT TO USE a flexible policy option,
Please indicate why you did not request to use a flexible policy option (check all that apply):

- Was afraid of career repercussion
- Did not need to use the option
- Did not want to create a burden for my colleagues
- Could not financially afford to reduce my appointment/pay
- Other:

**Question 33.**
If you requested to use a flexible policy option but WERE DENIED APPROVAL,
Please indicate why you think your request was denied (check all that apply):
I did not meet eligibility requirements
☐ Funding concerns
☐ The department is not supportive of flexibility
☐ Other:

**Question 34.**
Thank you for providing any comments you have about flexible policy options at UW.

The next questions pertain to your SERVICE and ADMINISTRATIVE work.

**Question 35.**
For the last 5 years, please indicate how many of each kind of committee you served on.

**Rows**
- UNIVERSITY WIDE committees
- COLLEGE WIDE committees
- DEPARTMENT committees
- LOCAL or NATIONAL PROFESSIONAL ORGANIZATIONS committees
  - 0
  - 1
  - 2
  - 3
  - ≥4

**Question 36.**
In the last 5 years, if you served on another type of committee, please specify it:

**Question 37.**
What other sorts of academic service and/or administration do you perform (check all that apply)?

- ☐ student advising
- ☐ class logistics for classes you are not teaching (e.g. dealing with overloads, arranging common exams, etc.)
- ☐ equipment maintenance (for classes/labs)
- ☐ classroom scheduling
- ☐ TA scheduling
TA evaluations for classes you are not teaching  
TA hiring  
TA training, mentoring and/or oversight  
program administration  
consulting/collaborating with other UW faculty & staff  
Other:

**Question 38.**
How many hours per month, on average (over the year), do you spend in committees and on committee work?

**Question 39.**
How many hours per month, on average (over a year), do you spend in non-committee service and administration?

**Question 40.**
In comparison to [non-ladder/ladder] colleagues in my DEPARTMENT or UNIT, I serve on [select one] total committees.

**Rows**
non-ladder (lecturer)  
ladder (tenure-track)  
- More  
- About the same number of  
- Less  
- Don’t know

**Question 41.**
In considering the past 5 years, please rate your level of agreement/disagreement:

**Rows**
The committees I serve on have the authority to influence BUDGETARY decisions.  
The committees I serve on have the authority to influence CURRICULAR decisions.  
The committees I serve on have the authority to influence HIRING decisions.  
I am gaining leadership experience through my involvement in committees.  
My COMMITTEE service is valued by the department for merit review, rehiring decisions and/or promotion.  
My ADMINISTRATIVE service is valued by the department for merit review, rehiring decisions
and/or promotion.

- Agree strongly
- Agree somewhat
- Disagree somewhat
- Disagree strongly
- Don’t know

**Question 42.**
Thank you for providing any comments you have about service at UW.

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The next questions pertain to your LEVEL OF SATISFACTION with your CAREER ADVANCEMENT at UW.

**Question 43.**
On an annual basis, roughly what percent of your UW-paid working hours are spent on the following (should sum to ~ 100)?

**Rows**
Teaching
Administration (supervising)
Service
Research related to Pedagogy/Teaching
Research in your Field of Expertise

- 0 - 9 %
- 10-19 %
- 20-29 %
- 30-39 %
- 40-49 %
- 50-59 %
- 60-69 %
- 70-79 %
- 80-89 %
- 90-100 %

**Question 44.**
What do you think is the relative weight given by your department in promotion/rehire/merit increase decisions of these various categories of effort? (please sum to ~ 100)
Rows
Teaching
Administration (supervising)
Service
Research related to Pedagogy/Teaching
Research in your Field of Expertise
  ○ 0 - 9 %
  ○ 10-19 %
  ○ 20-29 %
  ○ 30-39 %
  ○ 40-49 %
  ○ 50-59 %
  ○ 60-69 %
  ○ 70-79 %
  ○ 80-89 %
  ○ 90-100 %
  ○ don't know

Question 45.
What is your level of voting rights for the following areas in your department or unit?

Rows
Hiring of non-ladder faculty
Hiring of ladder faculty
Promotion within non-ladder ranks (e.g. promotion to senior lecturer)
Promotion within ladder ranks (e.g. tenure of assist prof)
Curriculum
Other departmental issues
  ○ Full Vote
  ○ Participate in Discussions, no Vote
  ○ Not Present for Discussions or Vote
  ○ Don’t Know

Question 46.
Please rate your level of agreement/disagreement with the following statements:

Rows
I am satisfied with my prospects for career advancement at UW.
I could move into a leadership role at UW if I wanted to do so.
I am satisfied with how my career has already advanced at UW.
My department is supportive of my scholarly activity.
I am satisfied with my available time and support for curricular development
I am satisfied with my job security.
I am satisfied with my current mix of teaching, service, administration and research.
I am encouraged to pursue my own intellectual interests.
I am satisfied with my work-life balance.
UW is supportive of my work-life balance.

- Agree strongly
- Agree somewhat
- Disagree somewhat
- Disagree strongly
- Don’t know

**Question 47.**
Thank you for providing any comments you have about your level of satisfaction with your career advancement at UW.

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The last questions pertain to MENTORING.

**Question 48.**
Please rate your level of agreement/disagreement with each statement:

**Rows**
I receive mentoring.
I am satisfied with the mentoring I receive on professional/career issues.
I am satisfied with the mentoring I receive on work-family balance issues.
I would like additional mentoring on professional/career issues.
I would like additional mentoring on work-family balance issues.
I mentor junior lecturers on professional/career issues.
I mentor junior lecturers on work-family balance issues.

- Agree strongly
- Agree somewhat
- Disagree somewhat
- Disagree strongly
- Don’t know
Question 49.
Thank you for providing any comments you have about mentoring at UW.

Question 50.
Thank you very much for taking the time to share your experiences with us. If you have any further comments on your experiences as a member of the "non-ladder faculty" at UW, please share them here.