**College + University Teaching Environment Survey Codebook**

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

*Response options:* **4** *Very often,* **3** *Often,* **2** *Sometimes,* **1** *Rarely,* **0** *Never*

1. **BNautoA** A sense of freedom to make my own choices.
2. **BNcompA** Confidence in my ability to do things well.
3. **BNrelaA** The people I care about (students, colleagues, etc.) also care about me.
4. **BNautoB** My decisions reflect what I really want.
5. **BNcompB** I am capable of doing what I do.
6. **BNrelaB** I am supported by the people whom I care about (students, colleagues, etc.).
7. **BNautoC** My choices express who I really am as an educator.
8. **BNcompC** I can competently achieve my goals.
9. **BNrelaC** I am close with people who are important to me (students, colleagues, etc.).
10. **BNautoD** I do what really interests me.
11. **BNcompD** I can successfully complete difficult tasks.
12. **BNrelaD** 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:* **6** *Strongly**agree,* **5** *Agree,* **4** *Slightly agree,* **3** *Slightly disagree,* **2** *Disagree,* **1** *Strongly disagree*

1. **BLwork** I am satisfied and rewarded by my work.
2. **BLcareer** I am satisfied with the current trajectory of my career and personal life.
3. **BLtime** I am satisfied with the amount of time I can devote to non-work activities.
4. **BLactivities** I can adequately take part in activities that reinvigorate me.
5. **BLbalance** I am satisfied with my current work and personal life balance.
6. **BLvalues** My work closely reflects my personal values.
7. **BLflexible** I have adequate flexibility in my work to respond to personal matters or emergencies.
8. **BLpolicy** I am satisfied with my institution’s policies for extended time off (family leave, medical leave, etc.).
9. **BLdept** My department supports both my work and personal needs.

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

*Response options:* **1** *Yes,* **0** *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:* **6** *Strongly**agree,* **5** *Agree,* **4** *Slightly agree,* **3** *Slightly disagree,* **2** *Disagree,* **1** *Strongly disagree*

1. **BWteach** My institution values my teaching.
2. **BWresearch** My institution values my research, creative, or scholarly activities.
3. **BWservice** My institution values my service.
4. **BWreason** My institution’s expectations for how much teaching, research, and service that I should do are reasonable.
5. **BWsatis** I am satisfied with the proportions of teaching, research, and service in my work.
6. **BWmultiple** 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:* **6** *Strongly**agree,* **5** *Agree,* **4** *Slightly agree,* **3** *Slightly disagree,* **2** *Disagree,* **1** *Strongly disagree*

1. **CRchair** My department chair or supervisor cares about me as a person.
2. **CRadmin** I have good working relationships with administrative staff at my institution.
3. **CRdept** I have good working relationships with colleagues in my department.
4. **CRsuccess** My colleagues are committed to my success.
5. **CRidteach** My colleagues understand how aspects of my identity influence my teaching.
6. **CRidresearch** My colleagues understand how aspects of my identity influence my scholarship.
7. **CRfriend** I have at least one close colleague at my institution.

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

*Response options:* **6** *Strongly**agree,* **5** *Agree,* **4** *Slightly agree,* **3** *Slightly disagree,* **2** *Disagree,* **1** *Strongly disagree*

1. **VTinterests** I share teaching interests with at least one colleague in my department.
2. **VTvalue** My colleagues value my teaching.
3. **VTimprove** My colleagues talk about teaching improvement.
4. **VTdata** My colleagues use data to improve student learning.
5. **VTstandards** Faculty at my institution are held to high professional standards for teaching.
6. **VTdept** My department supports me to do my best teaching.
7. **VTrecognize** My department publicly recognizes quality teaching.
8. **VTexperiment** My department supports experimentation with new ways of teaching.

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

*Response options:* **1** *Selected,* **0** *Not selected*

* **MMmentor** Yes, as a mentor
* **MMmentee** Yes, as a mentee
* **MMnonpartic** Yes, but I did not participate as a mentor or mentee [*exclusive response*]
* **MMnoprog** No [*exclusive response*]

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

*Response options:* **4** *Essential,* **3** *Very important,* **2** *Important,* **1** *Somewhat important,* **0** *Not at all important*

1. **MMbelong** Feeling a sense of belonging
2. **MMnorms** Socializing you to the norms of your institution
3. **MMpromotion** Navigating your institution’s tenure, promotion, or merit processes
4. **MMteaching** Improving your teaching practices
5. **MMgrowth** Supporting your professional growth and development
6. **MMresearch** Achieving your research goals

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

*Response options:* **4** *Very much,* **3** *Quite a bit,* **2** *Some,* **1** *Very little,* **0** *Not at all*

1. **IDteach** Your teaching practices
2. **IDcontent** The content of the courses you teach
3. **IDstudents** Your interactions with students
4. **IDresearch** The topics of your research, creative, or scholarly activities
5. **IDproducts** Your research, creative, or scholarly products
6. **IDcollabs** Your research, creative, or scholarly collaborative relationships
7. **IDservedept** Your service to your department
8. **IDserveinst** Your service to your institution
9. **IDservehe** Your service to higher education

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

*Response options:* **4** *Very committed,* **3** *Quite committed,* **2** *Committed,* **1** *Somewhat committed,* **0** *Not at all committed*

1. **TCdept** Department colleagues
2. **TCchair** Department chair
3. **TCleaders** Upper-level administrators (deans, provosts, vice presidents, president, etc.)
4. **TCfaculty** Faculty colleagues from other departments
5. **TCsaffairs** Student affairs professionals

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

*Response options:* **6** *Strongly**agree,* **5** *Agree,* **4** *Slightly agree,* **3** *Slightly disagree,* **2** *Disagree,* **1** *Strongly disagree*

1. **EEtime** I have the time I need to prepare for class.
2. **EEresources** I have the resources I need to do my best teaching (office space, technology, materials, etc.).
3. **EEenviron** The environments (classroom, online, etc.) I teach in are conducive to quality teaching.
4. **EEhelp** I know where to go for help with teaching at my institution.
5. **EEgrow** 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:* **1** *Yes,* **0** *No*

1. **PDfteach** Formal professional development activities (visited a Center for Teaching and Learning, attended a workshop or training session, etc.) to *improve your teaching*
2. **PDfdiversity** Formal professional development activities to improve the *inclusion of diversity in your courses*
3. **PDiteach** Informal professional development activities (discussed with colleagues, consulted reference material, etc.) to *improve your teaching*
4. **PDidiversity** 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:* **4** *Very concerned,* **3** *Concerned,* **2** *Somewhat concerned,* **1** *A little concerned,* **0** *Not at all concerned*

1. **CCincivility** Student incivility
2. **CCconflict** Conflict between students
3. **CCevent** Controversial or disruptive events on campus
4. **CCclassdisc** Student disclosure of sensitive information during class
5. **CCassigndisc** Student disclosure of sensitive information in course assignments
6. **CCbeliefs** Differing beliefs or opinions between you and students, or among students

**13.** **How much do the following characterize your courses?***Response options:* **4** *Very much,* **3** *Quite a bit,* **2** *Some,* **1** *Very little,* **0** *Not at all*

1. **DIconnect** Students gain an understanding of how course topics connect to societal problems or issues.
2. **DIskill** Students develop skills necessary to work effectively with people from various backgrounds.
3. **DIcontribute** The course content covers contributions to the field by people from multiple cultures.
4. **DIapproach** The course emphasizes multiple approaches to analyzing issues or solving problems.
5. **DIstudents** You learn about student characteristics to improve class instruction.
6. **DIyourbias** You explore your own cultural and scholarly biases as part of class preparation.
7. **DIbiases** You address your potential biases about course-related issues during class.
8. **DImethods** You vary your teaching methods to allow for the multiple ways students learn.
9. **DIactive** The classroom atmosphere encourages the active participation of all students.
10. **DIempower** Students feel empowered in their learning.
11. **DIevaluate** You evaluate student learning using multiple techniques.
12. **DIadjust** 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:* **4** *Essential,* **3** *Very important,* **2** *Important,* **1** *Somewhat important,* **0** *Not at all important*

1. **CDinst** Increasing the inclusion of diversity in your institution’s curriculum
2. **CDdept** Increasing the inclusion of diversity in your department’s curriculum
3. **CDbiases** Helping students recognize their own cultural norms and biases
4. **CDcultures** Creating opportunities for students to learn about other cultures
5. **CDequity** Creating opportunities for students to discuss issues of equity or privilege
6. **CDassigns** Helping students include diverse perspectives in course discussions or assignments
7. **CDconnect** 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:* **4** *Very committed,* **3** *Quite committed,* **2** *Committed,* **1** *Somewhat committed,* **0** *Not at all committed*

1. **DCdept** Department colleagues
2. **DCchair** Department chair
3. **DCleaders** Upper-level administrators (deans, provosts, vice presidents, president, etc.)
4. **DCfaculty** Faculty colleagues from other departments
5. **DCsaffairs** Student affairs professionals

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

*Response options:* **4** *Very much,* **3** *Quite a bit,* **2** *Some,* **1** *Very little,* **0** *Not at all*

1. **SEage** Age
2. **SEcitizen** Country of citizenship
3. **SEability** Disability or impairment
4. **SEecon** Economic status or class
5. **SEgender** Gender identity
6. **SEpolitics** Political views
7. **SErace** Racial or ethnic identification
8. **SEreligion** Religious or spiritual views
9. **SEsexorient** Sexual orientation

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

*Response option:* **1** *Yes, and it interfered with my ability to work;* **2** *Yes, but it did not interfere with my ability to work;* **3** *No*

**17b. [If Yes] OBbasis Upon what was it based? (Select all that apply.) 1** *Selected*, **0** *Not selected*

* + **OBrank** Academic rank, title, or current position
	+ **OBage** Age
	+ **OBcitizen** Country of citizenship
	+ **OBability** Disability or impairment
	+ **OBecon** Economic status or class
	+ **OBgender** Gender identity
	+ **OBpolitics** Political views
	+ **OBrace** Racial or ethnic identification
	+ **OBreligion** Religious or spiritual views
	+ **OBsexorient** Sexual orientation
	+ **OBother** Other, please specify: **OBother\_txt**

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

*Response options:* **6** *Strongly**agree,* **5** *Agree,* **4** *Slightly agree,* **3** *Slightly disagree,* **2** *Disagree,* **1** *Strongly disagree*

1. **RSconflict** My institution is committed to resolving conflicts that involve bias, discrimination, and prejudice.
2. **RSresolve** My institution helps people resolve their disagreements with each other.
3. **RSwellbeing** My institution encourages people to contribute to the well-being of their community.
4. **RSfaculty** Faculty at this institution respect one another.
5. **RSadmin** Faculty at this institution respect the administrative staff.
6. **RSstudents** 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:* **6** *Strongly**agree,* **5** *Agree,* **4** *Slightly agree,* **3** *Slightly disagree,* **2** *Disagree,* **1** *Strongly disagree*

1. **DOinstleaders** My institution is committed to supporting and retaining diverse senior leaders (deans, provosts, vice presidents, president, etc.).
2. **DOinstfaculty** My institution is committed to supporting and retaining diverse faculty.
3. **DOinstadmin** My institution is committed to supporting and retaining diverse administrative staff.
4. **DOinststudents** My institution is committed to supporting and retaining diverse students.
5. **DOfaculty** I regularly interact with diverse faculty at my institution.
6. **DOadmin** I regularly interact with diverse administrative staff at my institution.
7. **DOstudent** I regularly interact with diverse students at my institution.
8. **DOcommunity** 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:* **4** *Very much,* **3** *Quite a bit,* **2** *Some,* **1** *Very little,* **0** *Not at all*

1. **SLcommit** Demonstrate a commitment to diversity
2. **SLresource** Provide faculty with the resources needed for success in a multicultural world
3. **SLcommun** Create a sense of community among faculty
4. **SLstigma** Ensure that people are not stigmatized because of their identities (racial/ethnic, gender, religious, sexual orientation, etc.)
5. **SLinfo** Provide information about anti-discrimination and harassment policies
6. **SLdiscrim** Take allegations of discrimination or harassment seriously
7. **SLskills** 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:* **4** *Very often,* **3** *Often,* **2** *Sometimes,* **1** *Rarely,* **0** *Never*

a. **SNcolleague** Reached out to an institutional colleague for support

b. **SNaffinity** Engaged with a campus-based faculty or staff affinity group

c. **SNnoncoll** Reached out to a non-institutional colleague for support

d. **SNassoc** Engaged with a professional association network for support

e. **SNwellness** 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:* **4** *Very much,* **3** *Quite a bit,* **2** *Some,* **1** *Very little,* **0** *Not at all*

1. **MHstress** Your overall level of stress
2. **MHdepress** Your overall feelings of depression
3. **MHanxiety** 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:* **4** *Very much,* **3** *Quite a bit,* **2** *Some,* **1** *Very little,* **0** *Not at all*

1. **STteach** Your teaching responsibilities
2. **STresearch** Your research responsibilities
3. **STservice** Your service responsibilities
4. **STcolleagues** Relationships with colleagues
5. **STstudents** Relationships with students
6. **STtime** Time management
7. **SThouse** Household or care giving responsibilities
8. **STfinances** Your personal finances
9. **SThealth** Your physical health
10. **STsleep** Sleeping well
11. **STintimate** Intimate relationships

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

*Response options:* **6** *Strongly**agree,* **5** *Agree,* **4** *Slightly agree,* **3** *Slightly disagree,* **2** *Disagree,* **1** *Strongly disagree*

1. **SBisafe** I feel physically safe at *this institution*.
2. **SBicomfort** I feel comfortable being myself at *this institution*.
3. **SBivalue** I feel valued by *this institution*.
4. **SBicomm** I feel like part of the community at *this institution*.
5. **SBdcomfort** I feel comfortable being myself in *my department.*
6. **SBdvalue** I feel valued in *my department.*
7. **SBdcomm** 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:* **4** *Very often,* **3** *Often,* **2** *Sometimes,* **1** *Rarely,* **0** *Never*

1. **PRinst** Leaving your institution
2. **PRprof** Leaving the professoriate
3. **PRacademia** 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:* **4** *Very much,* **3** *Quite a bit,* **2** *Some,* **1** *Very little,* **0** *Not at all*

 a. **PRinequity** Inequity in institutional processes and policies

 b. **PRbalance** Balance and flexibility for work and life

 c. **PRprofdev** Access to resources or opportunities for professional development

 d. **PRcolleagues** Relationships with colleagues

 e. **PRrespect** Feeling a lack of respect or belonging

 f. **PRdiversity** Institutional climate for diversity

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

*Response options:* **1** *Yes,* **0** *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:* **6** *Strongly**agree,* **5** *Agree,* **4** *Slightly agree,* **3** *Slightly disagree,* **2** *Disagree,* **1** *Strongly disagree*

1. **MRadvise** I have been adequately advised about the merit review process, including standards and criteria.
2. **MRreason** The expectations of the merit review process are reasonable.
3. **MRfair** The merit review process is fair.
4. **MRsatis** I am satisfied with the merit review process.

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

*Response options:* **4** *Essential,* **3** *Very important,* **2** *Important,* **1** *Somewhat important,* **0** *Not at all important*

1. **MRlearn** Contributions to student learning
2. **MRteach** Teaching practices, skills, and abilities
3. **MRsotl** Scholarship of teaching and learning
4. **MRaward** Teaching awards
5. **MRevals** End-of-term course evaluations
6. **MRtpd** Professional development for the improvement of teaching

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

*Response options:* **1** *Yes,* **0** *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:* **6** *Strongly**agree,* **5** *Agree,* **4** *Slightly agree,* **3** *Slightly disagree,* **2** *Disagree,* **1** *Strongly disagree*

1. **TRadvise** I have been adequately advised about the tenure or promotion process, including standards and criteria.
2. **TRreason** The expectations of the tenure or promotion process are reasonable.
3. **TRfair** The tenure or promotion review process is fair.
4. **TRsatis** 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:* **4** *Essential,* **3** *Very important,* **2** *Important,* **1** *Somewhat important,* **0** *Not at all important*

1. **TRlearn** Contributions to student learning
2. **TRteach** Teaching practices, skills, and abilities
3. **TRsotl** Scholarship of teaching and learning
4. **TRaward** Teaching awards
5. **TRevals** End-of-term course evaluations
6. **TRtpd** Professional development for the improvement of teaching

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

*Response options:* **1** *Yes,* **0** *No*

**28b. [If Yes] RPbasis Upon what was it based? (Select all that apply.) 1** *Selected*, **0** *Not selected*

* + **RPage** Age
	+ **RPcitizen** Country of citizenship
	+ **RPability** Disability or impairment
	+ **RPecon** Economic status or class
	+ **RPgender** Gender identity
	+ **RPpolitics** Political views
	+ **RPrace** Racial or ethnic identification
	+ **RPreligion** Religious or spiritual views
	+ **RPsexorient** Sexual orientation
	+ **RPother** Other, please specify: **RPother\_txt**

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

*Response options:* **1** *Yes,* **0** *No*

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

*Response options:* **4** *Essential,* **3** *Very important,* **2** *Important,* **1** *Somewhat important,* **0** *Not at all important*

1. **HRlearn** Contributions to student learning
2. **HRteach** Teaching practices, skills, and abilities
3. **HRsotl** Scholarship of teaching and learning
4. **HRaward** Teaching awards
5. **HRevals** End-of-term course evaluations
6. **HRtpd** Professional development for the improvement of teaching

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

*Response options:* **1** *Yes,* **0** *No*

**30b. [If Yes] HRbasis Upon what were they based? (Select all that apply.) 1** *Selected*, **0** *Not selected*

* + **HRage** Age
	+ **HRcitizen** Country of citizenship
	+ **HRability** Disability or impairment
	+ **HRecon** Economic status or class
	+ **HRgender** Gender identity
	+ **HRpolitics** Political views
	+ **HRrace** Racial or ethnic identification
	+ **HRreligion** Religious or spiritual views
	+ **HRsexorient** Sexual orientation
	+ **HRother** Other, please specify: **HRother\_txt**

**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** *0,* **1** *1-4,* **2** *5-8,* **3** *9-12,* **4** *13-16,* **5** *17-20,* **6** *21-30,* **7** *More than 30 hours*

1. **TMteach** Teaching activities (preparing, teaching class sessions, grading, meeting with students outside of class, etc.)
2. **TMadvise** Advising students
3. **TMresearch** Research, creative, or scholarly activities
4. **TMservice** 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** *0,* **1** *1-4,* **2** *5-8,* **3** *9-12,* **4** *13-16,* **5** *17-20,* **6** *More than 20 hours*

1. **TMprepclass** Preparing class sessions
2. **TMteachclass** Teaching class sessions
3. **TMgrade** Grading assignments and exams
4. **TMmeet** Meeting with students outside of class
5. **TMadmin** Course administration (emailing students, maintaining course website, etc.)
6. **TMimprove** Working to improve your teaching (self-reflection, meeting with teaching consultants, attending teaching or technology workshops, conducting research on your own courses, etc.)
7. **TMconsult** Doing consulting, freelance work, or employment outside of academia
8. **TMvolunteer** Doing community service or volunteer work
9. **TMhouse** Household, childcare, or other caregiving duties
10. **TMrelax** Relaxing and socializing

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

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

*Response options:* **1** *Arts & Humanities;* **2** *Biological Sciences, Agriculture, & Natural Resources;* **3** *Business;* **4** *Communications, Media, & Public Relations;* **5** *Education;* **6** *Engineering;* **7** *Health Professions;* **8** *Physical Sciences, Mathematics, & Computer Science;* **9** *Social Sciences;* **10** *Social Service Professions;* **11** *Other disciplines*

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

*Response options:* **1** *Entirely in-person instruction on campus;* **2** *Entirely in-person instruction at an auxiliary location (satellite campus, rented facility, etc.);* **3** *Entirely online instruction where students attend class at specific times (synchronous);* **4** *Entirely online instruction where students always participate at times of their choosing (asynchronous);* **5** *A mix of in-person and online instruction*

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

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

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

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

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

*Response options:* **1** *Full time,* **0** *Part time*

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

*Response options:* **1** *Yes,* **0** *No*

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

*Response options*: **1** *Yes;* **0** *No*

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

*Response options:***1** *Professor;***2** *Associate Professor;***3** *Senior Associate Professor;* **4** *Assistant Professor;* **5** *Instructor;***6** *Senior or Master Lecturer;* **7** *Lecturer;***8** *Clinical Professor;***9** *Clinical Associate Professor;***10** *Clinical Assistant Professor;***11** *Clinical Instructor;***12** *Clinical Lecturer;***13** *Senior Research Professor or Scientist;***14** *Associate Research Professor or Scientist,***15** *Assistant Research Professor or Scientist;***16** *Research Instructor;***17** *Professor of Practice, Professional Practice or Artist in Residence;***18** *Emeritus Faculty;***19** *Visiting Faculty;***20** *Graduate Teaching Assistant;***21** *Other*

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

*Response options:* **4** *Tenured;* **3** *On tenure track but not tenured;* **2** *Not on tenure track, but this institution has a tenure system;* **1** *No tenure system at this institution*

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

*Response options:* **1** *Man;* **2** *Woman;* **3** *Another gender identity, please specify:* **genderid\_txt***;* **9** *I prefer not to respond*

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

*Response options:* **1** *Selected,* **0** *Not selected*

* **re\_Amind** American Indian or Alaska Native
* **re\_Asian** Asian
* **re\_Black** Black or African American
* **re\_Latinx** Hispanic or Latina/o/x
* **re\_Mena** Middle Eastern or North African
* **re\_Nhpi** Native Hawaiian or other Pacific Islander
* **re\_White** White
* **re\_Another** Another race or ethnicity
* **re\_PNR** I prefer not to respond [*exclusive response*]

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

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

*Response options:* **1** *Straight (heterosexual);* **2** *Bisexual;* **3** *Gay;* **4** *Lesbian;* **5** *Queer;* **6** *Questioning or unsure;* **7** *Another sexual orientation, please specify:* **sexorient\_txt***;* **9** *I prefer not to respond*

**46. teachenv\_txt 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.)**