



University of Pennsylvania Faculty Survey

University of Pennsylvania Faculty Survey

Dear Professor LastName:

On behalf of President Gutmann and Provost Price, I would like to thank you for your participation in the second administration of a survey of the entire Penn faculty. Our first administration in 2011 yielded a highly successful 73.5% response rate from the standing faculty, 54.2% from the associated faculty. Data from the survey were very informative to departments, Schools, the Faculty Senate, and the University. It is our hope that this second administration will advance the goal of obtaining comparative data over time. Your participation is essential.

Sharing conventions will be the same as those employed in the first administration. Responses to the survey are confidential. Only the Office of Institutional Research & Analysis will see individual responses. 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.

Finally, we are cognizant of demands on faculty time. Completing the survey should take no longer than twenty minutes.

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

Sincerely,

Anita Allen
Vice Provost for Faculty

You are logged in for the first time!

[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.

Participation in this survey is completely voluntary. Feel free to answer as few or as many questions as you wish. Please be assured your responses will remain strictly confidential and no individually-identifiable information will ever be reported. To increase the usefulness of the information collected in this survey, it may be linked to other University data. The information collected by this survey is for administrative uses and does not constitute a report to University of Pennsylvania; as such, the University will not be in a position to take any action on an individual case with respect to information you provide in this survey. If data from this survey are used for academic research, the same rules of confidentiality and reporting apply.



University of Pennsylvania Faculty Survey

Please indicate your agreement or disagreement with the following statements:

[illegible]

With respect to your Department's Atmosphere, please respond below if you have any additional feedback to share with the Office of the Vice Provost for Faculty:

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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.

-- Select --

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.*)

	Served in administrative capacity?			Received teaching relief?		
	Never	Serving currently or served within the past five academic years	Served prior to the past five academic years	Yes	No	Not applicable
Chair of department/unit	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other administrative capacity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

-- Select --

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?

	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 --
<input type="text"/>	

Total:



Workload

Over the past year, have you engaged in the following activities?

	<i>Undergraduate</i>		<i>Graduate/Professional</i>	
	Yes	No	Yes	No
Taught a course with focus on Global Issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Participated in a Global Experience/Trip	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Worked on a Civic Engagement Project with Students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Engaged students in your scholarly research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Taught/Participated in a course with focus on research methodology	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Involved students in the creation of new technology	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Involved students in the creation of new business	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Taught/Participated in a course with a focus on the processes of innovation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

With respect to your Workload, please respond below if you have any additional feedback to share with the Office of the Vice Provost for Faculty:



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.

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree	Not Applicable
Formal mentoring	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Informal mentoring	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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:

With respect to Faculty Mentoring, please respond below if you have any additional feedback to share with the Office of the Vice Provost for Faculty:



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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?

	Not at all important	Somewhat important	Important	Very important	Not applicable
Quality of scholarly work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Research Funding	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teaching contributions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Service (i.e. committee work, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Clinical work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Patents	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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



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:

With respect to the Promotion and Tenure Process, please respond below if you have any additional feedback to share with the Office of the Vice Provost for Faculty:



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

	Yes	No
Have you used the sabbatical benefit within the last 7 years?	<input type="radio"/>	<input type="radio"/>
During your last sabbatical, were you relieved of all teaching duties?	<input type="radio"/>	<input type="radio"/>
During your last sabbatical, were you relieved of all University administrative duties?	<input type="radio"/>	<input type="radio"/>
Have you requested a sabbatical and been denied? - please comment:	<input type="radio"/>	<input type="radio"/>
<input type="text"/>		

With respect to Sabbaticals, please respond below if you have any additional feedback to share with the Office of the Vice Provost for Faculty:



Hiring/Retention

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

	Not at all	To some extent	To a great extent	Not applicable
To increase your salary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To improve your prospects for tenure	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To have the ability to obtain tenure or promotion early	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To take a leadership opportunity at another institution	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To find a more supportive work environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To increase your time to do research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To pursue a nonacademic job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To reduce stress	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To address family issues (e.g., caregiving responsibilities)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To address child-related issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To improve the employment situation of your spouse/ partner	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To retire	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To work in a more diverse environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To gain better access to scholars in my field	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To gain better administrative support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other - please specify: <input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



Hiring/Retention

In the last five years, while at Penn, have you received formal or informal outside job offer(s)?

- ☐ Yes, and I took the offer(s) to my department chair or dean
- ☐ Yes, and I did not take the offer(s) to my department head or dean
- ☐ No

If yes and you took the offer to your department chair or dean, has the offer resulted in adjustments to any of the following:
(Check all that apply.)

- ☐ Salary
- ☐ Clinical load
- ☐ Teaching load
- ☐ Administrative responsibilities
- ☐ Leadership opportunities
- ☐ Leave time
- ☐ Extension of your appointment
- ☐ Ability to gain tenure/promotion early
- ☐ Equipment/laboratory/research funds
- ☐ Employment or other resources for spouse or partner
- ☐ Other - please specify:
- ☐ None of these

With respect to Faculty Hiring and Retention, please respond below if you have any additional feedback to share with the Office of the Vice Provost for Faculty:



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More About You

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.

Type of degree	Year Awarded	Institution Name
Ph.D. or other related doctorate	-- Select --	<input type="text"/>
M.D., D.V.M/V.M.D., D.D.S/D.M.D., or other health/medical degree	-- Select --	<input type="text"/>
J.D., Bachelor of Laws, or other law degree	-- Select --	<input type="text"/>
Professional Master's (M.F.A., M.B.A., M.S.W. M.P.H., M.S.N. etc)	-- Select --	<input type="text"/>



More About You

Do you have a spouse or partner?

- ☐ Yes, I have a spouse
- ☐ Yes, I have a 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



More About You

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 --

Were you born in the USA?

- ☐ Yes ☐ No

Please specify the country:

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

- ☐ Yes
- ☐ No
- ☐ I would prefer not to respond

Do you identify as transgender, non-binary, or non-gender conforming?

- ☐ Yes ☐ No



Penn Culture and Climate

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

	Rarely or never	Occasionally	Often	Very often	Don't know
in race or ethnicity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
in nationality	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
in sexual orientation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
in religious beliefs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
in political beliefs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
in economic background	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
in belonging to other Penn schools (e.g., College, Engineering, Nursing, Wharton)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

	Strongly Disagree	Disagree	Agree	Strongly Agree	Don't know
I feel free to express my political beliefs on campus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel free to express my religious beliefs on campus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Faculty members are respected here regardless of their race or ethnicity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Faculty members are respected here regardless of their sexual orientation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Faculty members are respected here regardless of their gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



Penn Culture and Climate

What is your impression of Penn's campus community?

	Not at all	A little	Moderately	Very
Safe	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Welcoming	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Competitive	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Diverse	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

With respect to Penn's Culture and Climate, please respond below if you have any additional feedback to share with the Office of the Vice Provost for Faculty:



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Overall 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



Overall Satisfaction

Please indicate your level of satisfaction in the following areas

	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied	Not applicable
Compensation						
Salary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Start-up funds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied	Not applicable
Resources						
Office space	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lab or research space	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Classroom space	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Library resources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Computer resources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Clerical and administrative staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Technical and research staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Computing support staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support for securing grants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Travel funds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Departmental (or school, if no department) research seminars and workshops	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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?



Additional section

The University is interested in linking faculty members with opportunities for service, enrichment, and information. Unlike the rest of the survey, your response to this question will be de-identified in order to permit University offices to contact you if you are interested in receiving information or participating in some of the activities listed below.

Would you be interested in participating in Alumni Relations Program to discuss your research or other interests?

	Yes	No
On-campus	<input type="radio"/>	<input type="radio"/>
Domestic, Off-campus	<input type="radio"/>	<input type="radio"/>
International, Off-campus	<input type="radio"/>	<input type="radio"/>

Identify any of the following you would be interested in taking part in:

	Yes	No
University or Provostial committees	<input type="radio"/>	<input type="radio"/>
Scholarly academies committees	<input type="radio"/>	<input type="radio"/>
Faculty leadership development, as a mentor	<input type="radio"/>	<input type="radio"/>
Faculty leadership development, as a mentee	<input type="radio"/>	<input type="radio"/>
Work with retiree organizations (PASEF, ASEF)	<input type="radio"/>	<input type="radio"/>

Please identify any of the following you would be interested in doing:

	Yes	No
Actively engaging undergraduates in your research	<input type="radio"/>	<input type="radio"/>
Developing/Leading on-campus programs on global themes	<input type="radio"/>	<input type="radio"/>
Developing/Leading off-campus programs on global themes	<input type="radio"/>	<input type="radio"/>
Engaging students in civic activities	<input type="radio"/>	<input type="radio"/>

Please feel free to explain any specific interests further below: