

The Faculty Thriving Quotient

Note to researchers: The letters after each item indicate the scale on which the item belongs. The measure of faculty thriving is a reliable ($\alpha=.93$) instrument with five scales that emerged from exploratory factor analysis and were validated by confirmatory factor analysis:

ME=Meaningful Engagement

IA=Institutional Alignment

RS=Relational Support

SI=Student Impact

AV=Affirmed Value

Additional scales are predictors of thriving:

SPIR=spirituality

PSC=Psychological Sense of Community

CFW=Commitment to Faculty Welfare

II=Institutional Integrity

Anything marked as OUTCOME represents a correlate of faculty thriving and/or an outcome that is predicted by FTQ scores.

Thank you for agreeing to complete this survey on faculty thriving as part of a national project to better understand the faculty experience. This survey will take about 10-15 minutes to complete.

Please rate your level of agreement with each item below, thinking about how you feel *most of the time* in your role as a faculty member at this institution. [Response scale of 1-6, with 1=strongly disagree and 6=strongly agree]

1. I really enjoy being a faculty member here. (IA)
2. I tend to achieve the meaningful goals I set for myself as a faculty member. (ME)
3. My work as a faculty member gives me a sense of meaning or purpose in my life. (ME)
4. I feel good about what I have accomplished so far in my faculty role at this institution. (ME)
5. I feel energized by my work as a faculty member. (ME)
6. I feel valued by my faculty colleagues. (RS)
7. I am able to do what I love much of the time at this institution. (ME)
8. I have good friends among the faculty here. (RS)
9. My values are aligned with the mission of this institution. (IA)
10. I believe I make a difference in the lives of my students. (SI)
11. My research agenda is highly engaging to me. (ME)
12. I receive the support I need from my co-workers at this institution. (RS)
13. I enjoy my work with students. (SI)
14. My immediate supervisor ((department chair, program director, or dean) has given me positive feedback about my work as a faculty member in the last year. (AV)
15. I have a positive working relationship with the administrators with whom I interact at this institution. (IA)
16. The vision established by the senior leadership of this institution is motivating to me. (IA)
17. My immediate supervisor (department chair, program director, or dean) cares about me as a person. (AV)

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18. I am optimistic about this institution's ability to weather the challenges facing higher education. (IA)
19. There is a solid sense of trust between the faculty and administrators here. (PSC)
20. I feel supported by the administration of this institution. (PSC)
21. I have an opportunity to participate in institutional decision-making processes here. (PSC)
22. I feel secure about my job as a faculty member here. (OUTCOME)
23. My opinions matter to the leadership of this institution. (PSC)
24. There is a spirit of collegiality among the faculty, staff, and administration. (PSC)
25. There is effective communication across this institution. (PSC)
26. This institution provides faculty with the resources they need to succeed in a multicultural environment. (CFW)
27. I am proud to represent this institution in the broader academic community. (PSC)
28. Overall, the actions of faculty, staff, and administrators on this campus are consistent with the mission of the institution. (INTEG)
29. My experiences as a faculty member at this institution so far have met my expectations. (INTEG)
30. Diverse perspectives are valued within this institution. (CFW)
31. If I had to make the choice again, I would still choose to be a faculty member at this institution. (OUTCOME)
32. My faculty workload allows me to maintain a healthy work/life balance. (OUTCOME)
33. I believe I am paid fairly by this institution. (OUTCOME)
34. This institution was accurately portrayed to me during the hiring process. (INTEG)
35. My faculty work at this institution is negatively affecting my physical and/or psychological well-being. (OUTCOME)
36. I feel like I belong here. (PSC)
37. The leadership of this institution is committed to the well-being of its faculty. (CFW)
38. This institution treats faculty equitably, regardless of their race, ethnicity, or gender. (CFW)
39. This institution provides adequate benefits for faculty. (OUTCOME)
40. If offered an equivalent position at another university, I would choose to stay here. (OUTCOME)

How often do you: [scale: 1=never to 6=always]

- Feel overwhelmed by all you are asked to do as a faculty member?
- Feel positive emotions when you are doing faculty work? (ME)
- Feel frustrated by the demands of your job?
- Feel joyful about your work? (ME)
- Feel stigmatized because of your race/ethnicity and/or gender?

How often do you participate in the following: [scale: 1=never 2= rarely 3=occasionally 4 = regularly 5 = frequently]

- University Committees
- Leadership of Department/School/University Committees
- Interaction with University Administrators
- Sponsorship of or Involvement in Student Clubs, Organizations, or Activities
- Professional Development Opportunities: Workshops, Conferences, Seminars, etc.
- Service to the Local Community

Demographic Items:

Rank

- Lecturer/Instructor
- Senior Lecturer/Teaching Professor/Professor of Practice/Clinical Faculty
- Assistant Professor
- Associate Professor
- Professor
- Other (please specify) _____

Tenure Status

- Non-tenure track
- Tenure-track
- Tenured
- Extended contract (if institution does not have tenure)
- Annual contract (no tenure at institution)
- Other (please specify) _____

Department / Discipline

- Architecture
- Area/Ethnic/Cultural/Gender Studies
- Arts (visual and performing)
- Business (Business Administration, Economics, Management, Marketing, etc.)
- Communication/Journalism/Public Relations/Comm. Technology
- Computer/Info Sciences/Support Tech/Gaming
- Education (Elementary, Secondary, Higher Education)
- Engineering Technologies/Technicians
- Health Professions/Clinical Sciences
- Humanities (English, Literature, History, Languages, Writing, etc.)
- Interdisciplinary Studies
- Legal Professions/Studies
- Library Science
- Mathematics/Statistics
- Natural Sciences (Agriculture/Natural Resources, Biology, Chemistry, Environmental Science, Physics, etc.)
- Parks/Recreation/Leisure/Fitness Studies
- Philosophy/Religion/Theology
- Public Administration/Social Services
- Social Sciences (Psychology, Sociology, Political Science, Criminal Justice, Leadership, etc.)
- Other (please specify) _____

Number of years at this institution

- Less than a year
- 1-3 years
- 4-6 years
- 7-9 years

- 10-12 years
- 13-15 years
- 16-18 years
- 19-21 years
- More than 21 years

What level of students do you teach?

- Entirely undergraduate
- A mix of undergraduate and graduate
- Entirely graduate
- Other (please specify) _____

How many courses are part of your annual teaching load? (count course-equivalent labs)

- None
- 1-2
- 3-4
- 5-6
- 7-8
- 9-10
- More than 10

Prior to the COVID-19 pandemic, how many courses did you teach online per year?

- None
- 1-2
- 3-4
- 5-6
- More than 6

Has the format of your in-person classes changed (to 100% online, hybrid, high flex, or other) in response to the COVID-19 pandemic?

- Yes
- No

How much release time do you get for research?

- None
- The equivalent of one course per year
- The equivalent of two courses per year
- The equivalent of three courses per year
- The equivalent of four or more courses per year
- Other (please specify) _____

How many advisees are part of your workload or expected duties?

- None
- Less than 5
- 6-10
- 11-15
- 16-20

- 21-25
- 26-30
- 31-35
- 36-40
- More than 40

What percentage of your role is administrative in nature? (e.g., department chair, co-chair, assistant chair, program director, assistant/associate dean, or other administrative role)

- None
- 25% or less
- 26-50%
- 51-75%
- 76-99%
- 100%

How many hours per week do you typically spend in paid obligations external to this institution? (e.g., consulting, private practice, clinical work, teaching at other institutions, etc.)

- None
- 5 hours or less
- 6-10 hours
- 11-15 hours
- 16-20 hours
- More than 20 hours

Gender

- Female
- Male
- Other _____
- Prefer not to respond

Race / Ethnicity

- African American/Black
- American Indian/Native American
- Asian/Asian American
- White
- Latinx/Hispanic
- Native Hawaiian/Pacific Islander
- Multiethnic
- Other (please specify) _____
- Prefer not to respond

Age

- under 25
- 25-34
- 35-44
- 45-54
- 55-64

- 65 or older

Highest degree earned

- Bachelor's degree
- Master's degree
- Doctoral degree
- Other (please specify) _____

Marital Status

- Single
- Domestic Partner
- Married
- Separated or Divorced
- Widowed

Children living in your home

- None
- One
- Two
- Three
- Four or more

Thriving is defined as positive engagement in meaningful work, connecting to others at a deeper level, and feeling supported and valued. Using that definition, how would you rate your own level of thriving as a faculty member at this institution?

- Not even surviving
- Barely surviving
- Surviving
- Somewhat thriving
- Mostly thriving
- Consistently thriving

What has happened this semester that has shaped your assessment of your own thriving as a faculty member here?

Thank you for participating in this study of the faculty experience!

Spirituality Scale: (OPTIONAL)

My spiritual or religious beliefs provide me with a sense of strength when life is difficult.

My spiritual or religious beliefs are the foundation of my approach to my work as a faculty member.

My spiritual or religious beliefs give meaning/purpose to my life.