

The Academic Freedom Survey of Faculty and Staff at Hunter College

Conducted by:

The Professional Staff Congress
(AAUP Chapter at CUNY)

April 2006

Total Respondents = 286

General Instructions: To gauge attitudes and experiences concerning academic freedom at Hunter College, this survey has been developed by the PSC/CUNY and is being sent to all bargaining unit members at Hunter College. The survey is adapted from the American Association of University Professor's "Indicators of Sound Governance" questionnaire. The survey takes approximately 20 minutes to complete. All responses will be confidential.

It is of critical importance that you complete and mail the survey as soon as possible. The deadline for mailing your completed survey is **April 17th, 2006**.

Please assist us in understanding the climate for shared governance and academic freedom at Hunter College. The results of the survey are indispensable in gauging whether or not national standards for shared governance and academic freedom are at risk at Hunter College. Please complete and mail your survey today.

Thank you in advance for participating in this important activity.

Sincerely,

Steve Leberstein, Chair, Academic Freedom Committee, PSC/CUNY

| | | | | | |
|--|-----------------------|--------------|-----------------|--------------------------|-------------------|
| 1. The CUNY Board of trustees operates in a manner consistent with the principles of shared governance. | <u>Strongly Agree</u> | <u>Agree</u> | <u>Disagree</u> | <u>Strongly Disagree</u> | <u>No Opinion</u> |
| N=280 | | | | | |
| All Respondents..... | 10/4% | 50/18% | 93/33% | 59/21% | 68/24% |
| N=188 | | | | | |
| Full-time faculty..... | 5/3% | 33/18% | 68/36% | 41/22% | 41/22% |
| N=134 | | | | | |
| Full-time tenured faculty | 5/4% | 25/19% | 51/38% | 35/26% | 18/13% |

| | Strongly Agree | Agree | Disagree | Strongly Disagree | No Opinion |
|--|-----------------------|--------------|-----------------|--------------------------|-------------------|
| 2. Hunter College President Raab operates in a manner consistent with the principles of shared governance. | | | | | |
| N=283 | | | | | |
| All Respondents..... | 30/11% | 32/11% | 76/27% | 121/43% | 24/9% |
| N=190 | | | | | |
| Full-time faculty..... | 19/10% | 24/13% | 57/30% | 82/43% | 8/4% |
| N=135 | | | | | |
| Full-time tenured faculty | 14/10% | 17/13% | 39/29% | 63/47% | 2/2% |
| 3. In general, faculty members are Hunter College view participation in shared governance as an important faculty responsibility | | | | | |
| N=283 | | | | | |
| All Respondents..... | 97/34% | 135/48% | 23/8% | 4/1% | 24/9% |
| N=190 | | | | | |
| Full-time faculty..... | 74/39% | 88/46% | 17/9% | 2/1% | 9/5% |
| N=136 | | | | | |
| Full-time tenured faculty | 56/41% | 61/45% | 12/9% | 1/1% | 6/4% |
| N=282 | | | | | |
| 4. I view participation in shared governance as an important faculty responsibility | | | | | |
| N=282 | | | | | |
| All Respondents..... | 161/57% | 105/37% | 6/2% | 3/1% | 7/3% |
| N=190 | | | | | |
| Full-time faculty..... | 118/62% | 62/33% | 5/3% | 3/2% | 2/1% |
| N=135 | | | | | |
| Full-time tenured faculty | 88/65% | 39/29% | 4/3% | 3/2% | 1/1% |

| | | Strongly Agree | Agree | Disagree | Strongly Disagree | No Opinion |
|----|--|---------------------------|--------------|-----------------|------------------------------|-----------------------|
| 5. | The administration of Hunter College fosters shared governance by: | | | | | |
| a. | Maintaining workloads that allow time for governance activities | | | | | |
| | N=281 | | | | | |
| | All Respondents..... | 18/6% | 67/24% | 105/37% | 48/17% | 43/15% |
| | N=190 | | | | | |
| | Full-time faculty..... | 11/6% | 49/26% | 73/38% | 33/17% | 24/13% |
| | N=134 | | | | | |
| | Full-time tenured faculty..... | 7/5% | 38/28% | 48/36% | 26/19% | 15/11% |
| b. | supporting faculty development of governance skills..... | | | | | |
| | N=281 | | | | | |
| | All Respondents..... | 21/8% | 34/12% | 102/36% | 72/26% | 52/19% |
| | N=190 | | | | | |
| | Full-time faculty..... | 14/7% | 24/13% | 69/36% | 53/28% | 30/16% |
| | N=135 | | | | | |
| | Full-time tenured faculty..... | 7/5% | 16/12% | 50/37% | 40/30% | 22/16% |
| c. | rewarding participation in governance work..... | | | | | |
| | N=283 | | | | | |
| | All Respondents..... | 14/5% | 36/13% | 98/35% | 86/30% | 49/17% |
| | N=191 | | | | | |
| | Full-time faculty..... | 9/5% | 27/14% | 66/35% | 64/34% | 25/13% |
| | N=135 | | | | | |
| | Full-time tenured faculty..... | 5/4% | 20/15% | 48/36% | 45/33% | 17/13% |
| 6. | In general, faculty and professional staff members can express dissenting views on governance without reprisal. | | | | | |
| | N=283 | | | | | |
| | All Respondents..... | 26/9% | 51/18% | 81/29% | 96/34% | 29/10% |
| | N=191 | | | | | |
| | Full-time faculty..... | 18/9% | 38/20% | 56/29% | 64/34% | 15/8% |
| | N=136 | | | | | |
| | Full-time tenured faculty | 15/11% | 31/23% | 37/27% | 46/34% | 7/5% |

| | Strongly Agree | Agree | Disagree | Strongly Disagree | No Opinion |
|---|-----------------------|--------------|-----------------|--------------------------|-------------------|
| 7. I feel I can express dissenting views on governance issues without reprisal | | | | | |
| N=282 | | | | | |
| All Respondents..... | 35/12% | 61/22% | 67/24% | 103/37% | 16/6% |
| N=190 | | | | | |
| Full-time faculty..... | 25/13% | 48/25% | 38/20% | 70/37% | 9/5% |
| N=136 | | | | | |
| Full-time tenured faculty | 20/15% | 39/29% | 25/18% | 47/35% | 5/4% |
| 8. In general, the Hunter College campus climate supports a diversity of opinions, schools of thought, and perspectives..... | | | | | |
| N=285 | | | | | |
| All Respondents..... | 42/15% | 100/35% | 61/21% | 72/25% | 10/4% |
| N=192 | | | | | |
| Full-time faculty..... | 30/16% | 70/37% | 45/23% | 42/22% | 5/3% |
| N=136 | | | | | |
| Full-time tenured faculty | 23/17% | 49/36% | 29/21% | 31/23% | 4/3% |
| N=280 | | | | | |
| 9. I feel the Hunter College campus climate supports my personal freedom of expression | | | | | |
| N=280 | | | | | |
| All Respondents..... | 40/14% | 84/30% | 67/24% | 76/27% | 13/5% |
| N=190 | | | | | |
| Full-time faculty..... | 30/16% | 62/33% | 38/20% | 52/27% | 8/4% |
| N=135 | | | | | |
| Full-time tenured faculty | 23/17% | 45/33% | 23/17% | 39/29% | 5/4% |
| 10. Relationships between the faculty, professional staff and senior administrators (provost, vice presidents, and deans) are cooperative due to mutual esteem and regard. | | | | | |
| N=284 | | | | | |
| All Respondents..... | 24/9% | 60/21% | 85/30% | 91/32% | 24/9% |
| N=191 | | | | | |
| Full-time faculty..... | 15/8% | 45/24% | 55/29% | 64/34% | 12/6% |
| N=135 | | | | | |
| Full-time tenured faculty | 13/10% | 26/19% | 43/32% | 47/35% | 6/4% |

11. Senior administrators (provost, vice presidents, and deans) at Hunter College foster participation and leadership in shared governance by:

| | Strongly Agree | Agree | Disagree | Strongly Disagree | No Opinion |
|--|----------------|---------|----------|-------------------|------------|
| a. women | | | | | |
| N=277 | | | | | |
| All Respondents..... | 52/19% | 121/44% | 33/12% | 18/7% | 53/19% |
| N=186 | | | | | |
| Full-time faculty..... | 39/21% | 83/45% | 19/10% | 14/8% | 31/17% |
| N=133 | | | | | |
| Full-time tenured faculty..... | 30/23% | 59/44% | 16/12% | 12/9% | 16/12% |
| b. persons of color..... | | | | | |
| N=276 | | | | | |
| All Respondents..... | 38/14% | 86/31% | 53/19% | 37/13% | 62/23% |
| N=184 | | | | | |
| Full-time faculty..... | 27/15% | 65/35% | 32/17% | 24/13% | 36/20% |
| N=133 | | | | | |
| Full-time tenured faculty..... | 20/15% | 45/34% | 28/21% | 19/14% | 21/16% |
| c. part-time faculty..... | | | | | |
| N=276 | | | | | |
| All Respondents..... | 13/5% | 30/11% | 75/27% | 73/26% | 85/31% |
| N=185 | | | | | |
| Full-time faculty..... | 7/4% | 21/11% | 46/25% | 48/26% | 63/34% |
| N=133 | | | | | |
| Full-time tenured faculty..... | 7/5% | 17/13% | 31/23% | 37/28% | 41/31% |
| d. members of the Higher Education Officers title series (HEOs)..... | | | | | |
| N=276 | | | | | |
| All Respondents..... | 17/6% | 50/18% | 40/15% | 45/16% | 124/45% |
| N=185 | | | | | |
| Full-time faculty..... | 11/6% | 33/18% | 20/11% | 27/15% | 94/51% |
| N=133 | | | | | |
| Full-time tenured faculty..... | 10/8% | 27/20% | 18/14% | 20/15% | 58/44% |
| e. College Laboratory Technicians (CLTs)..... | | | | | |
| N=276 | | | | | |
| All Respondents..... | 15/6% | 33/12% | 41/15% | 37/14% | 149/54% |
| N=184 | | | | | |
| Full-time faculty..... | 9/5% | 22/12% | 22/12% | 26/14% | 105/57% |
| N=133 | | | | | |
| Full-time tenured faculty..... | 8/6% | 19/14% | 16/12% | 19/14% | 71/53% |

12. I feel free to express my views on controversial institutional issues at Hunter College without reprisal from:.....

| | Strongly Agree | Agree | Disagree | Strongly Disagree | No Opinion |
|---|----------------|---------|----------|-------------------|------------|
| a. President Raab | | | | | |
| N=282 | | | | | |
| All Respondents..... | 38/14% | 38/14% | 65/23% | 109/39% | 32/11% |
| N=190 | | | | | |
| Full-time faculty..... | 27/14% | 29/15% | 41/22% | 75/40% | 18/10% |
| N=135 | | | | | |
| Full-time tenured faculty..... | 19/14% | 23/17% | 27/20% | 58/43% | 8/6% |
| b. senior administrators (provost, vice presidents and deans) | | | | | |
| N=282 | | | | | |
| All Respondents..... | 43/15% | 60/21% | 82/29% | 69/25% | 28/10% |
| N=190 | | | | | |
| Full-time faculty..... | 32/17% | 45/24% | 51/27% | 46/24% | 16/8% |
| N=135 | | | | | |
| Full-time tenured faculty..... | 25/19% | 38/28% | 31/23% | 34/25% | 7/5% |
| c. lower-level administrators (program heads, assistant or associate deans, etc.) | | | | | |
| N=282 | | | | | |
| All Respondents..... | 50/18% | 96/34% | 65/23% | 43/15% | 28/10% |
| N=190 | | | | | |
| Full-time faculty..... | 39/21% | 70/37% | 42/22% | 24/13% | 15/8% |
| N=135 | | | | | |
| Full-time tenured faculty..... | 31/23% | 56/42% | 26/19% | 13/10% | 9/7% |
| d. my department chairperson | | | | | |
| N=282 | | | | | |
| All Respondents..... | 92/33% | 98/35% | 41/15% | 39/14% | 12/4% |
| N=190 | | | | | |
| Full-time faculty..... | 73/38% | 62/33% | 21/11% | 28/15% | 6/3% |
| N=135 | | | | | |
| Full-time tenured faculty..... | 58/43% | 41/30% | 14/10% | 19/14% | 3/2% |
| e. colleagues | | | | | |
| N=28 | | | | | |
| All Respondents..... | 103/37% | 121/43% | 31/11% | 19/7% | 8/3% |
| N=190 | | | | | |
| Full-time faculty..... | 82/43% | 75/40% | 14/7% | 15/8% | 4/2% |
| N=135 | | | | | |
| Full-time tenured faculty..... | 61/45% | 53/39% | 10/7% | 10/7% | 1/1% |

13. The following groups are integrated into the educational decision-making process:

| | Strongly Agree | Agree | Disagree | Strongly Disagree | No Opinion |
|--|-----------------------|--------------|-----------------|--------------------------|-------------------|
| a. Full-time faculty..... N= 279 | | | | | |
| All Respondents..... N= 189 | 53/19% | 122/44% | 52/19% | 29/10% | 23/8% |
| Full-time faculty..... N= 135 | 39/21% | 86/46% | 38/20% | 22/12% | 4/2% |
| Full-time tenured faculty..... | 28/21% | 59/44% | 28/21% | 18/13% | 2/2% |
| b. part-time faculty..... N= 279 | | | | | |
| All Respondents..... N= 187 | 12/4% | 34/12% | 100/36% | 93/34% | 39/14% |
| Full-time faculty..... N= 134 | 6/3% | 23/12% | 69/37% | 61/33% | 28/15% |
| Full-time tenured faculty..... | 6/5% | 18/13% | 50/37% | 42/31% | 18/13% |
| c. members of the Higher Education Officers title series (HEOs)..... N= 279 | | | | | |
| All Respondents..... N= 187 | 14/5% | 57/21% | 48/17% | 47/17% | 112/40% |
| Full-time faculty..... N= 135 | 8/4% | 42/23% | 31/17% | 25/13% | 81/43% |
| Full-time tenured faculty..... | 8/6% | 34/25% | 26/19% | 21/16% | 46/34% |
| d. College Laboratory Technicians (CLTs)..... N= 279 | | | | | |
| All Respondents..... N= 188 | 12/4% | 36/13% | 44/16% | 50/18% | 138/49% |
| Full-time faculty..... N= 135 | 6/3% | 25/13% | 32/17% | 31/17% | 94/50% |
| Full-time tenured faculty..... | 6/4% | 21/16% | 24/18% | 24/18% | 60/44% |

14. The following groups are able to voice their views on controversial institutional issues at Hunter College without reprisal from President Raab:

| | Strongly Agree | Agree | Disagree | Strongly Disagree | No Opinion |
|--|-----------------------|---------------|-----------------|--------------------------|-------------------|
| a. Full-time faculty..... N= 281 | | | | | |
| All Respondents..... | 37/13% | 51/18% | 68/24% | 88/31% | 37/13% |
| N= 188 | | | | | |
| Full-time faculty..... | 26/14% | 33/18% | 48/26% | 63/34% | 18/10% |
| N= 134 | | | | | |
| Full-time tenured faculty..... | 18/13% | 26/19% | 30/22% | 52/39% | 8/6% |
| b. part-time faculty..... N= 279 | | | | | |
| All Respondents..... | 18/7% | 31/11% | 61/22% | 89/32% | 79/28% |
| N= 186 | | | | | |
| Full-time faculty..... | 12/7% | 16/9% | 38/20% | 61/33% | 59/32% |
| N= 133 | | | | | |
| Full-time tenured faculty..... | 9/7% | 13/10% | 25/19% | 48/36% | 38/29% |
| c. members of the Higher Education Officers title series (HEOs)..... N= 279 | | | | | |
| All Respondents..... | 15/5% | 24/9% | 38/14% | 72/26% | 130/47% |
| N= 187 | | | | | |
| Full-time faculty..... | 8/4% | 13/7% | 22/12% | 45/24% | 99/53% |
| N= 134 | | | | | |
| Full-time tenured faculty..... | 8/6% | 11/8% | 19/14% | 36/27% | 60/45% |
| d. College Laboratory Technicians (CLTs)..... N= 279 | | | | | |
| All Respondents..... | 17/6% | 18/7% | 30/11% | 61/22% | 153/55% |
| N= 187 | | | | | |
| Full-time faculty..... | 9/5% | 9/5% | 17/9% | 42/23% | 110/59% |
| N= 134 | | | | | |
| Full-time tenured faculty..... | 9/7% | 8/6% | 14/10% | 33/25% | 70/52% |

| 15. In general:..... | | Strongly Agree | Agree | Disagree | Strongly Disagree | No Opinion |
|----------------------|---|-----------------------|--------------|-----------------|--------------------------|-------------------|
| a. | part-time faculty have voice in educational policy | | | | | |
| | N= 279 | | | | | |
| | All Respondents..... | 6/2% | 28/10% | 103/37% | 92/33% | 50/18% |
| | N= 187 | | | | | |
| | Full-time faculty..... | 3/2% | 19/10% | 74/40% | 58/31% | 33/18% |
| | N= 134 | | | | | |
| | Full-time tenured faculty..... | 3/2% | 16/12% | 53/40% | 43/32% | 19/14% |
| b. | part-time faculty are treated fairly by Hunter College administration | | | | | |
| | N= 278 | | | | | |
| | All Respondents..... | 13/5% | 58/21% | 72/26% | 73/26% | 62/22% |
| | N= 187 | | | | | |
| | Full-time faculty..... | 9/5% | 41/22% | 46/25% | 44/24% | 47/25% |
| | N= 134 | | | | | |
| | Full-time tenured faculty..... | 9/7% | 34/25% | 28/21% | 30/22% | 33/25% |
| c. | part-time faculty are treated fairly by Full-time faculty | | | | | |
| | N= 278 | | | | | |
| | All Respondents..... | 20/7% | 133/49% | 60/22% | 25/9% | 40/14% |
| | N= 187 | | | | | |
| | Full-time faculty..... | 15/8% | 96/51% | 39/21% | 14/8% | 23/12% |
| | N= 134 | | | | | |
| | Full-time tenured faculty..... | 13/10% | 70/52% | 28/21% | 8/6% | 15/11% |

| 16. In words and deeds, President Raab clearly demonstrates respect for: | | Strongly Agree | Agree | Disagree | Strongly Disagree | No Opinion |
|---|--|-----------------------|--------------|-----------------|--------------------------|-------------------|
| a. the decisions of faculty committees charged with determining educational policy, curriculum design and review | | | | | | |
| N=277 | | | | | | |
| All Respondents..... | | 29/11% | 44/16% | 66/24% | 94/34% | 44/16% |
| N=188 | | | | | | |
| Full-time faculty..... | | 21/11% | 33/18% | 48/26% | 67/36% | 19/10% |
| N=134 | | | | | | |
| Full-time tenured faculty..... | | 15/11% | 25/19% | 32/24% | 54/40% | 8/6% |
| b. the recommendations of faculty committees on appointment, reappointment, promotion and tenure | | | | | | |
| N=278 | | | | | | |
| All Respondents..... | | 34/12% | 62/22% | 52/19% | 76/27% | 54/19% |
| N=188 | | | | | | |
| Full-time faculty..... | | 25/13% | 53/28% | 35/19% | 52/28% | 23/12% |
| N=134 | | | | | | |
| Full-time tenured faculty..... | | 20/15% | 37/28% | 26/19% | 39/29% | 12/9% |
| c. the faculty's prerogatives to set agendas, choose representatives and leadership for committees that oversee those areas in which the faculty has primacy | | | | | | |
| N=277 | | | | | | |
| All Respondents..... | | 29/11% | 48/17% | 62/22% | 86/31% | 52/19% |
| N=187 | | | | | | |
| Full-time faculty..... | | 21/11% | 40/21% | 44/24% | 61/33% | 21/11% |
| N=133 | | | | | | |
| Full-time tenured faculty..... | | 17/13% | 27/20% | 30/23% | 48/36% | 11/8% |

17. Likewise, in words and deeds, senior administrators such as the provost, vice presidents, and deans, clearly demonstrate respect for:

a. the decisions of faculty committees charged with determining educational policy, curriculum design and curriculum review

| | Strongly Agree | Agree | Disagree | Strongly Disagree | No Opinion |
|--------------------------------|-----------------------|--------------|-----------------|--------------------------|-------------------|
| N= 27 | | | | | |
| All Respondents..... | 31/11% | 79/29% | 69/25% | 53/19% | 41/15% |
| N= 185 | | | | | |
| Full-time faculty..... | 23/12% | 59/32% | 49/27% | 37/20% | 17/9% |
| N= 131 | | | | | |
| Full-time tenured faculty..... | 17/13% | 44/34% | 34/26% | 29/22% | 7/5% |

b. the recommendations of faculty committees on appointment, reappointment, promotion and tenure

| | | | | | |
|--------------------------------|--------|--------|--------|--------|--------|
| N= 273 | | | | | |
| All Respondents..... | 32/12% | 83/30% | 50/18% | 59/22% | 49/18% |
| N= 184 | | | | | |
| Full-time faculty..... | 24/13% | 66/36% | 32/17% | 42/23% | 20/11% |
| N= 132 | | | | | |
| Full-time tenured faculty..... | 20/15% | 47/36% | 21/16% | 33/25% | 11/8% |

c. the faculty's prerogatives to set agendas, choose representatives and leadership for committees that oversee those areas in which the faculty has primacy

| | | | | | |
|--------------------------------|--------|--------|--------|--------|--------|
| N= 275 | | | | | |
| All Respondents..... | 29/11% | 75/27% | 63/23% | 55/20% | 53/19% |
| N= 186 | | | | | |
| Full-time faculty..... | 21/11% | 60/32% | 45/24% | 41/22% | 19/10% |
| N= 132 | | | | | |
| Full-time tenured faculty..... | 17/13% | 43/33% | 31/24% | 32/24% | 9/7% |

| | Strongly Agree | Agree | Disagree | Strongly Disagree | No Opinion |
|--|-----------------------|--------------|-----------------|--------------------------|-------------------|
| 18. Faculty and professional staff members have timely access to the information they need to make informed decisions or recommendations on institutional matters. | | | | | |
| N=276 | | | | | |
| All Respondents..... | 15/5% | 54/20% | 82/30% | 86/31% | 39/14% |
| N=185 | | | | | |
| Full-time faculty..... | 10/5% | 37/20% | 54/29% | 63/34% | 21/11% |
| N=132 | | | | | |
| Full-time tenured faculty | 8/6% | 32/24% | 33/25% | 47/36% | 12/9% |
| 19. Faculty representatives to institutional committees, advisory boards, and the CUNY Board of Trustees have adequate time to consult with their constituents prior to voting or making recommendations on important issues. | | | | | |
| N=276 | | | | | |
| All Respondents..... | 14/5% | 58/21% | 54/20% | 41/15% | 109/40% |
| N=186 | | | | | |
| Full-time faculty..... | 11/6% | 42/23% | 39/21% | 31/17% | 63/34% |
| N=133 | | | | | |
| Full-time tenured faculty | 9/7% | 33/25% | 28/21% | 23/17% | 40/30% |
| 20. Administrators seek the opinions of faculty regarding institutional projects conducted with outside entities such as accrediting bodies and external funding sources..... | | | | | |
| N=276 | | | | | |
| All Respondents..... | 24/9% | 63/23% | 69/25% | 60/22% | 60/22% |
| N=185 | | | | | |
| Full-time faculty..... | 17/9% | 50/27% | 48/26% | 44/24% | 26/14% |
| N=132 | | | | | |
| Full-time tenured faculty | 14/11% | 31/24% | 40/30% | 32/24% | 15/11% |

| | Strongly Agree | Agree | Disagree | Strongly Disagree | No Opinion |
|--|-----------------------|--------------|-----------------|--------------------------|-------------------|
| 21. The faculty and professional staff have an influential role in developing Hunter College's institutional budget..... | | | | | |
| N=279 | | | | | |
| All Respondents..... | 9/3% | 23/8% | 95/34% | 108/39% | 44/16% |
| N=188 | | | | | |
| Full-time faculty..... | 6/3% | 13/7% | 67/36% | 77/41% | 25/13% |
| N=134 | | | | | |
| Full-time tenured faculty | 6/5% | 12/9% | 45/34% | 62/46% | 9/7% |
| 22. The faculty and professional staff have an influential role in developing Hunter College's institutional goals..... | | | | | |
| N=279 | | | | | |
| All Respondents..... | 22/8% | 54/19% | 83/30% | 84/30% | 36/13% |
| N=189 | | | | | |
| Full-time faculty..... | 16/9% | 38/20% | 60/32% | 60/32% | 15/8% |
| N=134 | | | | | |
| Full-time tenured faculty | 12/9% | 30/22% | 42/31% | 46/34% | 4/3% |
| 23. In the past 10 years, the faculty have had a strong influence on the selection of a president..... | | | | | |
| N=279 | | | | | |
| All Respondents..... | 6/2% | 20/7% | 67/24% | 125/45% | 61/22% |
| N=187 | | | | | |
| Full-time faculty..... | 3/2% | 14/8% | 50/27% | 88/47% | 32/17% |
| N=133 | | | | | |
| Full-time tenured faculty | 3/2% | 8/6% | 44/33% | 73/55% | 5/4% |
| 24. In the past 10 years, the faculty have had a strong influence on the selection of senior academic administrators, other than the president. | | | | | |
| N=279 | | | | | |
| All Respondents..... | 13/5% | 36/13% | 68/24% | 102/37% | 60/22% |
| N=187 | | | | | |
| Full-time faculty..... | 7/4% | 25/13% | 51/27% | 73/39% | 31/17% |
| N=133 | | | | | |
| Full-time tenured faculty | 7/5% | 20/15% | 41/31% | 58/44% | 7/5% |

| | Strongly Agree | Agree | Disagree | Strongly Disagree | No Opinion |
|--|-----------------------|--------------|-----------------|--------------------------|-------------------|
| 25. When appropriate, faculty and staff representatives to the senate, institutional committees, and other representative bodies keep their constituents informed of the agendas and decisions of those bodies and solicit constituents' views. | | | | | |
| N=273 | | | | | |
| All Respondents..... | 26/10% | 132/48% | 48/18% | 23/8% | 44/16% |
| N=185 | | | | | |
| Full-time faculty..... | 19/10% | 97/52% | 35/19% | 17/9% | 17/9% |
| N=132 | | | | | |
| Full-time tenured faculty | 16/12% | 71/54% | 23/17% | 14/11% | 8/6% |
| 26. I am satisfied with the faculty's role in shared governance. | | | | | |
| N=280 | | | | | |
| All Respondents..... | 18/6% | 46/16% | 102/36% | 82/29% | 32/11% |
| N=189 | | | | | |
| Full-time faculty..... | 11/6% | 35/19% | 72/38% | 61/32% | 10/5% |
| N=134 | | | | | |
| Full-time tenured faculty | 8/6% | 26/19% | 50/37% | 47/35% | 3/2% |
| 27. I am satisfied with the professional staff's role in shared governance. | | | | | |
| N=275 | | | | | |
| All Respondents..... | 13/5% | 43/16% | 70/26% | 77/28% | 72/26% |
| N=186 | | | | | |
| Full-time faculty..... | 7/4% | 29/16% | 49/26% | 45/24% | 56/30% |
| N=133 | | | | | |
| Full-time tenured faculty | 6/5% | 21/16% | 36/27% | 33/25% | 37/28% |
| 28. I have been subject to reprisals due to expressing my views on controversial issues within my department..... | | | | | |
| N=280 | | | | | |
| All Respondents..... | 32/11% | 38/14% | 81/29% | 97/35% | 32/11% |
| N=190 | | | | | |
| Full-time faculty..... | 22/12% | 24/13% | 51/27% | 78/41% | 15/8% |
| N=135 | | | | | |
| Full-time tenured faculty | 19/14% | 17/13% | 35/26% | 58/43% | 6/4% |

| | Strongly Agree | Agree | Disagree | Strongly Disagree | No Opinion |
|--|-----------------------|--------------|-----------------|--------------------------|-------------------|
| 29. I have been subject to reprisals due to expressing my views on controversial issues from the president or senior administrators. .. N=281 | | | | | |
| All Respondents..... | 33/12% | 32/11% | 83/30% | 79/28% | 54/19% |
| N=190 | | | | | |
| Full-time faculty..... | 25/13% | 22/12% | 54/28% | 62/33% | 27/14% |
| N=135 | | | | | |
| Full-time tenured faculty | 22/16% | 19/14% | 37/27% | 45/33% | 12/9% |
| 30. I have observed reprisals on others due to faculty and/or professional staff expressing their views on controversial issues within my department..... N=282 | | | | | |
| All Respondents..... | 54/19% | 68/24% | 57/20% | 67/24% | 36/13% |
| N=190 | | | | | |
| Full-time faculty..... | 39/21% | 37/20% | 42/22% | 51/27% | 21/11% |
| N=135 | | | | | |
| Full-time tenured faculty | 31/23% | 25/19% | 31/23% | 37/27% | 11/8% |
| 31. I have observed reprisals on others due to faculty and/or professional staff expressing their views on controversial issues from the president or senior administrators. .. N=280 | | | | | |
| All Respondents..... | 66/24% | 82/29% | 38/14% | 51/18% | 43/15% |
| N=188 | | | | | |
| Full-time faculty..... | 48/26% | 50/27% | 26/14% | 39/21% | 25/13% |
| N=135 | | | | | |
| Full-time tenured faculty | 35/26% | 39/29% | 19/14% | 27/20% | 13/10% |
| 32. Do you have additional comments regarding academic freedom at Hunter? Please comment in the space provided below. | | | | | |

33. Please circle ONE title that indicates your primary position at Hunter:

Check Only One

| | |
|---------------------------------|--------|
| 1. Professor | |
| N=274 | |
| All Respondents | 87/32% |
| N=193 | |
| Full-time faculty | 87/45% |
| N=137 | |
| Full-time tenured faculty | 77/56% |
| 2. Associate Professor | |
| N=274 | |
| All Respondents | 57/21% |
| N=193 | |
| Full-time faculty | 57/30% |
| N=137 | |
| Full-time tenured faculty | 48/35% |
| 3. Assistant Professor | |
| N=274 | |
| All Respondents | 40/15% |
| N=193 | |
| Full-time faculty | 40/21% |
| N=137 | |
| Full-time tenured faculty | 10/7% |
| 4. Lecturer | |
| N=274 | |
| All Respondents | 5/2% |
| N=193 | |
| Full-time faculty | 5/3% |
| N=137 | |
| Full-time tenured faculty | 0/0% |
| 5. Instructor | |
| N=274 | |
| All Respondents | 1/0% |
| N=193 | |
| Full-time faculty | 1/1% |
| N=137 | |
| Full-time tenured faculty | 0/0% |

33. Please circle ONE title that indicates your primary position at Hunter:

Check Only One

| | |
|----------------------------------|------|
| 6. Distinguished Professor | |
| N=274 | |
| All Respondents | 3/1% |
| N=193 | |
| Full-time faculty | 3/2% |
| N=137 | |
| Full-time tenured faculty | 2/2% |
| 7. University Professor | |
| N=274 | |
| All Respondents | 0/0% |
| N=193 | |
| Full-time faculty | 0/0% |
| N=137 | |
| Full-time tenured faculty | 0/0% |
| 8. Graduate Assistant "A" | |
| N=274 | |
| All Respondents | 1/0% |
| N=193 | |
| Full-time faculty | 0/0% |
| N=137 | |
| Full-time tenured faculty | 0/0% |
| 9. Graduate Assistant "B" | |
| N=274 | |
| All Respondents | 0/0% |
| N=193 | |
| Full-time faculty | 0/0% |
| N=137 | |
| Full-time tenured faculty | 0/0% |
| 10. Graduate Assistant "C" | |
| N=274 | |
| All Respondents | 0/0% |
| N=193 | |
| Full-time faculty | 0/0% |
| N=137 | |
| Full-time tenured faculty | 0/0% |

| 33. Please <u>circle</u> ONE title that indicates your primary position at Hunter: | Check Only One |
|---|----------------|
| 11. Adjunct Professor | |
| N = 274 | |
| All Respondents | 4/2% |
| N = 193 | |
| Full-time faculty | 0/0% |
| N = 137 | |
| Full-time tenured faculty | 0/0% |
| 12. Adjunct Associate Professor..... | |
| N = 274 | |
| All Respondents | 2/1% |
| N = 193 | |
| Full-time faculty | 0/0% |
| N = 137 | |
| Full-time tenured faculty | 0/0% |
| 13. Adjunct Assistant Professor | |
| N = 274 | |
| All Respondents | 5/2% |
| N = 193 | |
| Full-time faculty | 0/0% |
| N = 137 | |
| Full-time tenured faculty | 0/0% |
| 14. Adjunct Lecturer..... | |
| N = 274 | |
| All Respondents | 19/7% |
| N = 193 | |
| Full-time faculty | 0/0% |
| N = 137 | |
| Full-time tenured faculty | 0/0% |
| 15. Non-Teaching Adjunct (I-V) | |
| N = 274 | |
| All Respondents | 1/0% |
| N = 193 | |
| Full-time faculty | 0/0% |
| N = 137 | |
| Full-time tenured faculty | 0/0% |

| 33. Please <u>circle</u> ONE title that indicates your primary position at Hunter: | <u>Check Only One</u> |
|---|-----------------------|
| 16. Higher Education Officer | |
| N = 274 | |
| All Respondents | 6/2% |
| N = 193 | |
| Full-time faculty | 0/0% |
| N = 137 | |
| Full-time tenured faculty | 0/0% |
| 17. Higher Education Associate | |
| N = 274 | |
| All Respondents | 14/5% |
| N = 193 | |
| Full-time faculty | 0/0% |
| N = 137 | |
| Full-time tenured faculty | 0/0% |
| 18. Higher Education Assistant | |
| N = 274 | |
| All Respondents | 11/4% |
| N = 193 | |
| Full-time faculty | 0/0% |
| N = 137 | |
| Full-time tenured faculty | 0/0% |
| 19. Assistant to HEO | |
| N = 274 | |
| All Respondents | 10/4% |
| N = 193 | |
| Full-time faculty | 0/0% |
| N = 137 | |
| Full-time tenured faculty | 0/0% |
| 20. Chief College Lab Tech | |
| N = 274 | |
| All Respondents | 2/1% |
| N = 193 | |
| Full-time faculty | 0/0% |
| N = 137 | |
| Full-time tenured faculty | 0/0% |

33. Please circle ONE title that indicates your primary position at Hunter:

Check Only One

| | |
|------------------------------------|------|
| 21. Senior College Lab Tech | |
| N=274 | |
| All Respondents | 3/1% |
| N=193 | |
| Full-time faculty | 0/0% |
| N=137 | |
| Full-time tenured faculty | 0/0% |
| 22. College Laboratory Tech | |
| N=274 | |
| All Respondents | 0/0% |
| N=193 | |
| Full-time faculty | 0/0% |
| N=137 | |
| Full-time tenured faculty | 0/0% |
| 23. Adjunct College Lab Tech | |
| N=274 | |
| All Respondents | 0/0% |
| N=193 | |
| Full-time faculty | 0/0% |
| N=137 | |
| Full-time tenured faculty | 0/0% |
| 24. Senior Registrar | |
| N=274 | |
| All Respondents | 0/0% |
| N=193 | |
| Full-time faculty | 0/0% |
| N=137 | |
| Full-time tenured faculty | 0/0% |
| 25. Registrar | |
| N=274 | |
| All Respondents | 0/0% |
| N=193 | |
| Full-time faculty | 0/0% |
| N=137 | |
| Full-time tenured faculty | 0/0% |

| 33. Please <u>circle</u> ONE title that indicates your primary position at Hunter: | | Check Only One |
|--|--|----------------|
| 26. Associate Registrar | | |
| N = 274 | | |
| All Respondents | | 0/0% |
| N = 193 | | |
| Full-time faculty | | 0/0% |
| N = 137 | | |
| Full-time tenured faculty | | 0/0% |
| 27. Assistant Registrar | | |
| N = 274 | | |
| All Respondents | | 0/0% |
| N = 193 | | |
| Full-time faculty | | 0/0% |
| N = 137 | | |
| Full-time tenured faculty | | 0/0% |
| 28. Research Associate | | |
| N = 274 | | |
| All Respondents | | 0/0% |
| N = 193 | | |
| Full-time faculty | | 0/0% |
| N = 137 | | |
| Full-time tenured faculty | | 0/0% |
| 29. Research Assistant | | |
| N = 274 | | |
| All Respondents | | 0/0% |
| N = 193 | | |
| Full-time faculty | | 0/0% |
| N = 137 | | |
| Full-time tenured faculty | | 0/0% |
| 30. Teacher | | |
| N = 274 | | |
| All Respondents | | 0/0% |
| N = 193 | | |
| Full-time faculty | | 0/0% |
| N = 137 | | |
| Full-time tenured faculty | | 0/0% |

33 continued

33. Please circle ONE title that indicates your primary position at Hunter:

Check Only One

| | |
|---------------------------------|------|
| 31. Assistant Teacher | |
| N=274 | |
| All Respondents | 0/0% |
| N=193 | |
| Full-time faculty | 0/0% |
| N=137 | |
| Full-time tenured faculty | 0/0% |
| 32. Substitute Teacher | |
| N=274 | |
| All Respondents | 0/0% |
| N=193 | |
| Full-time faculty | 0/0% |
| N=137 | |
| Full-time tenured faculty | 0/0% |
| 33. Temporary Teacher | |
| N=274 | |
| All Respondents | 1/0% |
| N=193 | |
| Full-time faculty | 0/0% |
| N=137 | |
| Full-time tenured faculty | 0/0% |
| 34. Guidance Counselor | |
| N=274 | |
| All Respondents | 0/0% |
| N=193 | |
| Full-time faculty | 0/0% |
| N=137 | |
| Full-time tenured faculty | 0/0% |
| 35. Placement Director | |
| N=274 | |
| All Respondents | 0/0% |
| N=193 | |
| Full-time faculty | 0/0% |
| N=137 | |
| Full-time tenured faculty | 0/0% |

| | |
|--|-----------------------|
| 33. Please <u>circle</u> ONE title that indicates your primary position at Hunter: | Check Only One |
| <hr/> | |
| 36. Continuing Education..... | |
| N = 274 | |
| All Respondents | 1/0% |
| N = 193 | |
| Full-time faculty..... | 0/0% |
| N = 137 | |
| Full-time tenured faculty..... | 0/0% |
| 37. Continuing Education (CLIP)..... | |
| N = 274 | |
| All Respondents | 0/0% |
| N = 193 | |
| Full-time faculty..... | 0/0% |
| N = 137 | |
| Full-time tenured faculty..... | 0/0% |
| 38. Other (Specify: _____) | |
| N = 274 | |
| All Respondents | 1/0% |
| N = 193 | |
| Full-time faculty..... | 0/0% |
| N = 137 | |
| Full-time tenured faculty..... | 0/0% |
| | |
| 34. Please <u>circle</u> ONE of the following CUNY racial/ethnic categories which applies to you | Check Only One |
| <hr/> | |
| a. American Indian/Alaskan Native | |
| N = 246 | |
| All Respondents | 2/1% |
| N = 168 | |
| Full-time faculty..... | 2/1% |
| N = 121 | |
| Full-time tenured faculty..... | 1/1% |
| b. Asian/Pacific Islander | |
| N = 246 | |
| All Respondents | 19/8% |
| N = 168 | |
| Full-time faculty..... | 11/7% |
| N = 121 | |
| Full-time tenured faculty..... | 5/4% |

| 34. Please <u>circle</u> ONE of the following CUNY racial/ethnic categories which applies to you | Check Only One |
|--|----------------|
| c. Black | |
| N=246 | |
| All Respondents | 20/8% |
| N=168 | |
| Full-time faculty..... | 11/7% |
| N=121 | |
| Full-time tenured faculty..... | 7/6% |
| d. Hispanic | |
| N=246 | |
| All Respondents | 13/5% |
| N=168 | |
| Full-time faculty..... | 7/4% |
| N=121 | |
| Full-time tenured faculty..... | 6/5% |
| e. Italian American..... | |
| N=246 | |
| All Respondents | 8/3% |
| N=168 | |
| Full-time faculty..... | 6/4% |
| N=121 | |
| Full-time tenured faculty..... | 3/3% |
| f. Puerto Rican | |
| N=246 | |
| All Respondents | 8/3% |
| N=168 | |
| Full-time faculty..... | 3/2% |
| N=121 | |
| Full-time tenured faculty..... | 1/1% |
| g. White | |
| N=246 | |
| All Respondents | 176/72% |
| N=168 | |
| Full-time faculty..... | 128/76% |
| N=121 | |
| Full-time tenured faculty..... | 98/81% |

| 35. Please <u>circle</u> ALL appropriate categories which apply to you: | Check All That Apply |
|---|----------------------|
| a. Female..... | |
| N=256 | |
| All Respondents..... | 136/53% |
| N=176 | |
| Full-time faculty..... | 87/49% |
| N=124 | |
| Full-time tenured faculty..... | 57/46% |
| b. Male..... | |
| N=256 | |
| All Respondents..... | 120/47% |
| N=176 | |
| Full-time faculty..... | 89/51% |
| N=124 | |
| Full-time tenured faculty..... | 67/54% |
| c. Tenured..... | |
| N=276 | |
| All Respondents..... | 143/52% |
| N=191 | |
| Full-time faculty..... | 137/72% |
| N=137 | |
| Full-time tenured faculty..... | 137/100% |
| d. Lecturer with CCE..... | |
| N=275 | |
| All Respondents..... | 4/2% |
| N=191 | |
| Full-time faculty..... | 4/2% |
| N=137 | |
| Full-time tenured faculty..... | 0/0% |
| e. HEO with 13.3b appt..... | |
| N=276 | |
| All Respondents..... | 16/6% |
| N=191 | |
| Full-time faculty..... | 0/0% |
| N=137 | |
| Full-time tenured faculty..... | 0/0% |

35 continued

| | |
|--|-----------------------------|
| 35. Please <u>circle</u> ALL appropriate categories which apply to you: | Check All That Apply |
| <hr/> | |
| f. Substitute position | |
| N=276 | |
| All Respondents | 4/1% |
| N=191 | |
| Full-time faculty | 2/1% |
| N=137 | |
| Full-time tenured faculty | 0/0% |
| 36. Please indicate the number of years you've been employed at CUNY by <u>circling</u> the ONE appropriate range: | Check Only One |
| <hr/> | |
| a. 1 – 10 years..... | |
| N=273 | |
| All Respondents | 105/39% |
| N=189 | |
| Full-time faculty | 61/32% |
| N=134 | |
| Full-time tenured faculty | 22/16% |
| b. 11 – 20 years..... | |
| N=273 | |
| All Respondents | 66/24% |
| N=189 | |
| Full-time faculty | 54/29% |
| N=134 | |
| Full-time tenured faculty | 46/34% |
| c. Over 20 years | |
| N=273 | |
| All Respondents | 102/37% |
| N=189 | |
| Full-time faculty | 74/39% |
| N=134 | |
| Full-time tenured faculty | 66/49% |
| 37. Please indicate your work status at Hunter by <u>circling</u> ONE category: | Check Only One |
| <hr/> | |
| a. Full-time..... | |
| N=279 | |
| All Respondents | 242/87% |
| N=192 | |
| Full-time faculty | 187/97% |
| N=136 | |
| Full-time tenured faculty | 135/99% |

37. Please indicate your work status at Hunter by circling ONE category: Check Only One

| | |
|--------------------------------|--------|
| b. Part-time | |
| N=279 | |
| All Respondents | 37/13% |
| N=192 | |
| Full-time faculty..... | 5/3% |
| N=136 | |
| Full-time tenured faculty..... | 1/1% |

38. Please circle the ONE department, school or division in which you are currently and primarily appointed:..... Check Only One

Schools and Division

| | |
|---|--------|
| 1. Arts & Sciences: Humanities & Arts..... | |
| N=245 | |
| All Respondents | 86/35% |
| N=171 | |
| Full-time faculty..... | 69/40% |
| N=122 | |
| Full-time tenured faculty..... | 52/43% |
| 2. Arts & Sciences: Social Sciences | |
| N=245 | |
| All Respondents | 47/19% |
| N=171 | |
| Full-time faculty..... | 36/21% |
| N=122 | |
| Full-time tenured faculty..... | 29/24% |
| 3. Arts & Sciences: Sciences & Mathematics..... | |
| N=245 | |
| All Respondents | 27/11% |
| N=171 | |
| Full-time faculty..... | 20/12% |
| N=122 | |
| Full-time tenured faculty..... | 16/13% |
| 4. School of Education..... | |
| N=245 | |
| All Respondents | 20/8% |
| N=171 | |
| Full-time faculty..... | 17/10% |
| N=122 | |
| Full-time tenured faculty..... | 6/5% |

38. Please circle the ONE department, school or division in which you are currently and primarily appointed:.....

Check Only One

Schools and Division

| | |
|-----------------------------------|-------|
| 5. School of Health Sciences..... | |
| N=245 | |
| All Respondents | 20/8% |
| N=171 | |
| Full-time faculty..... | 14/8% |
| N=122 | |
| Full-time tenured faculty..... | 9/7% |
| 6. School of Nursing..... | |
| N=245 | |
| All Respondents | 9/4% |
| N=171 | |
| Full-time faculty..... | 8/5% |
| N=122 | |
| Full-time tenured faculty..... | 5/4% |
| 7. School of Social Work..... | |
| N=245 | |
| All Respondents | 8/3% |
| N=171 | |
| Full-time faculty..... | 6/4% |
| N=122 | |
| Full-time tenured faculty..... | 5/4% |
| 8. Budget..... | |
| N=245 | |
| All Respondents | 0/0% |
| N=171 | |
| Full-time faculty..... | 0/0% |
| N=122 | |
| Full-time tenured faculty..... | 0/0% |
| 9. Bursar..... | |
| N=245 | |
| All Respondents | 0/0% |
| N=171 | |
| Full-time faculty..... | 0/0% |
| N=122 | |
| Full-time tenured faculty..... | 0/0% |

38. Please circle the ONE department, school or division in which you are currently and primarily appointed:.....

Check Only One

Schools and Division

| | |
|--------------------------------|------|
| 10. CUNY Honors College..... | |
| N=245 | |
| All Respondents | 0/0% |
| N=171 | |
| Full-time faculty..... | 0/0% |
| N=122 | |
| Full-time tenured faculty..... | 0/0% |
| 11. Central CUNY..... | |
| N=245 | |
| All Respondents | 1/0% |
| N=171 | |
| Full-time faculty..... | 0/0% |
| N=122 | |
| Full-time tenured faculty..... | 0/0% |
| 12. College Now | |
| N=245 | |
| All Respondents | 0/0% |
| N=171 | |
| Full-time faculty..... | 0/0% |
| N=122 | |
| Full-time tenured faculty..... | 0/0% |
| 13. ICIT | |
| N=245 | |
| All Respondents | 3/1% |
| N=171 | |
| Full-time faculty..... | 0/0% |
| N=122 | |
| Full-time tenured faculty..... | 0/0% |
| 14. Financial Aid..... | |
| N=245 | |
| All Respondents | 1/0% |
| N=171 | |
| Full-time faculty..... | 0/0% |
| N=122 | |
| Full-time tenured faculty..... | 0/0% |

38. Please circle the ONE department, school or division in which you are currently and primarily appointed:.....

Check Only One

Schools and Division

| | |
|-------------------------------------|------|
| 15. Fringe Benefits | |
| N = 245 | |
| All Respondents | 0/0% |
| N = 171 | |
| Full-time faculty | 0/0% |
| N = 122 | |
| Full-time tenured faculty | 0/0% |
| 16. Human Resources | |
| N = 245 | |
| All Respondents | 0/0% |
| N = 171 | |
| Full-time faculty | 0/0% |
| N = 122 | |
| Full-time tenured faculty | 0/0% |
| 17. Institutional Advancement | |
| N = 245 | |
| All Respondents | 0/0% |
| N = 171 | |
| Full-time faculty | 0/0% |
| N = 122 | |
| Full-time tenured faculty | 0/0% |
| 18. President's Office | |
| N = 245 | |
| All Respondents | 0/0% |
| N = 171 | |
| Full-time faculty | 0/0% |
| N = 122 | |
| Full-time tenured faculty | 0/0% |
| 19. Provost's Office | |
| N = 245 | |
| All Respondents | 3/1% |
| N = 171 | |
| Full-time faculty | 0/0% |
| N = 122 | |
| Full-time tenured faculty | 0/0% |

38. Please circle the ONE department, school or division in which you are currently and primarily appointed:.....

Check Only One

Schools and Division

| | |
|---|------|
| 20. Registrar's Office | |
| N = 245 | |
| All Respondents | 2/1% |
| N = 171 | |
| Full-time faculty | 0/0% |
| N = 122 | |
| Full-time tenured faculty | 0/0% |
| 21. Student Affairs Office..... | |
| N = 245 | |
| All Respondents | 5/2% |
| N = 171 | |
| Full-time faculty | 0/0% |
| N = 122 | |
| Full-time tenured faculty | 0/0% |
| 22. Vice Pres. for Administration's Office..... | |
| N = 245 | |
| All Respondents | 4/2% |
| N = 171 | |
| Full-time faculty | 0/0% |
| N = 122 | |
| Full-time tenured faculty | 0/0% |
| 23. Other: _____ | |
| N = 245 | |
| All Respondents | 9/4% |
| N = 171 | |
| Full-time faculty | 1/1% |
| N = 122 | |
| Full-time tenured faculty | 0/0% |