

Appendix

Music Faculty Questionnaire: Faculty Vitality and Departmental Conditions (Copyright © 1995 Sang-Hie Lee)

MUSIC FACULTY QUESTIONNAIRE Faculty Vitality and Organizational Conditions

Introduction

Music Faculty Survey Questionnaire is a self-assessment instrument that is intended to measure faculty vitality and relationships between organizational conditions and faculty vitality. There are three parts to the questionnaire: demographic information; organizational conditions; and faculty vitality. Completing this survey will take about 25 minutes of your time. Skip any items that you do not feel comfortable answering.

Part I: Demographic information about the individual faculty and institution (Check one):

- | | | | |
|----|--|---------------------------|--------|
| 1) | Faculty rank: | Assistant Professor _____ | [V6] |
| | | Associate Professor _____ | |
| | | Full Professor _____ | |
| 2) | Administrative role: | Dean _____ | [V 7] |
| | | Assoc/Assist Dean _____ | |
| | | Department Chair _____ | |
| | | Other _____ | |
| 3) | Tenure status: | Tenured _____ | [V 8] |
| | | Untenured _____ | |
| | | Non-tenure track _____ | |
| 4) | Years of service at the current institution: | | [V 9] |
| | | 1 year _____ | |
| | | 2-5 years _____ | |
| | | 5-9 years _____ | |
| | | Over 10 years _____ | |
| 5) | Highest earned degree: | | [V 10] |
| | | Bachelor's _____ | |
| | | Master's _____ | |
| | | Doctor's _____ | |
| | | Artist's Diploma _____ | |
| 6) | Gender | Male _____ | [V 11] |
| | | Female _____ | |
| 7) | Is your institution unionized? | | [V 12] |
| | | Yes _____ | |
| | | No _____ | |

Part II: Organizational conditions:

Part II deals with the conditions in your work environment. Organizational conditions refer to the systemic capacity and dynamics affecting faculty work from the perspective of the music faculty as a whole.

8) How would you rate working conditions of your department?

	<u>Very Poor</u>	<u>Poor</u>	<u>Fair</u>	<u>Good</u>	<u>Excellent</u>	
a) Freedom to conduct own research/creative artistic performance	1	2	3	4	5	[V 13]
b) Quality of facilities (e.g., library, equipment)	1	2	3	4	5	[V 14]
c) Teaching load	1	2	3	4	5	[V 15]
d) Balance among expected teaching, service, and research/creative and artistic performance	1	2	3	4	5	[V 16]
e) Availability of technology, i.e., computer, electronic sound systems, etc. (instructional, research, or performance purposes)	1	2	3	4	5	[V 17]

9) To what extent are you involved in the departmental decision-making process?

	<u>Not involved</u>	<u>Hardly involved</u>	<u>Somewhat involved</u>	<u>Partially involved</u>	<u>Very involved</u>	
a) Mission and goal setting	1	2	3	4	5	[V 18]
b) Curricular matters	1	2	3	4	5	[V 19]
c) Personnel policy	1	2	3	4	5	[V 20]
d) Budgetary planning and allocation	1	2	3	4	5	[V 21]

10) To what extent are faculty development opportunities available at your institution?

	<u>None</u>	<u>Little</u>	<u>Fair</u>	<u>Adequate</u>	<u>Ample</u>	
a) Institution-sponsored program to develop instructional skills	1	2	3	4	5	[V 22]
b) Institution-sponsored program to develop research skills, writing skills and grantsmanship	1	2	3	4	5	[V 23]
c) Institution-sponsored program to aid career development	1	2	3	4	5	[V 24]
d) Opportunities to try new repertoire, new media, and new technology	1	2	3	4	5	[V 25]
e) Institutional efforts to make outside development opportunities	1	2	3	4	5	[V 26]

available to faculty (e.g., conferences, workshops)

11) How accurate are the following descriptions regarding career socialization in your department?

	<u>Not accurate</u>	<u>Hardly accurate</u>	<u>Somewhat accurate</u>	<u>Accurate</u>	<u>Very accurate</u>	
a) My job is clearly defined and I have a clear sense of what is expected of me in my job	1	2	3	4	5	[V 27]
b) Departmental atmosphere is friendly & supportive	1	2	3	4	5	[V 28]
c) Active interaction, mentor/protégé relationships, team teaching between senior and junior faculty members in my area of study	1	2	3	4	5	[V 29]
d) Ample opportunities for interaction, team teaching, collaborative performance	1	2	3	4	5	[V 30]

12) How would you rate the following elements of faculty support in your department?

	<u>Very Poor</u>	<u>Poor</u>	<u>Fair</u>	<u>Good</u>	<u>Excellent</u>	
a) Funding for related activities, instruction, research, and performance	1	2	3	4	5	[V 31]
b) Equipment & supplies	1	2	3	4	5	[V 32]
c) Secretarial help	1	2	3	4	5	[V 33]
d) Collegial support	1	2	3	4	5	[V 34]

13) How would you rate your departmental executive leadership on the following (the highest executive of the music unit as a whole; e.g., dean, chair, or director)?

	<u>Very Low</u>	<u>Low</u>	<u>Fairly High</u>	<u>High</u>	<u>Very High</u>	
a) Free & open communication	1	2	3	4	5	[V 35]
b) Shows interest in my work	1	2	3	4	5	[V 36]
c) Helps solve problems	1	2	3	4	5	[V 37]
d) Encourages, enables, and challenges faculty	1	2	3	4	5	[V 38]
e) Advocates and protects faculty	1	2	3	4	5	[V 39]
f) Articulates a clear vision	1	2	3	4	5	[V 40]
g) High-level energy	1	2	3	4	5	[V 41]
h) Creates cooperative & supportive environment	1	2	3	4	5	[V 42]
i) Empowers faculty leaders in a positive way	1	2	3	4	5	[V 43]

14) How would you rate the quality of your institutional evaluation system?

	<u>Very Low</u>	<u>Low</u>	<u>Fairly High</u>	<u>High</u>	<u>Very High</u>	
a) Broad, sensitive, & flexible criteria	1	2	3	4	5	[V 44]
b) Equitable, systematic,	1	2	3	4	5	[V 45]

& consistent **process**

c) Fair and balanced 1 2 3 4 5 [V 46]
distribution respecting teaching,
 service, and research/creative & artistic performance

15) How would you rate the fairness of your institution's reward systems?

	<u>Very Poor</u>	<u>Poor</u>	<u>Fair</u>	<u>Good</u>	<u>Excellent</u>	
a) Merit pay	1	2	3	4	5	[V 47]
b) Travel fund, equipment, & secretarial support	1	2	3	4	5	[V 48]
c) Sabbatical leaves and release time	1	2	3	4	5	[V 49]
d) Tenure and promotion	1	2	3	4	5	[V 50]
e) Other professional awards & recognition	1	2	3	4	5	[V 51]

Part III: Faculty vitality:

The following questions are about your perception of your own vitality. Faculty vitality is the individual's capacity and dynamics that generate productive faculty work. The questions stem from twelve dimensions that measure faculty vitality.

16) To what extent are you committed to your job?

	<u>Not committed</u>	<u>Little committed</u>	<u>Moderately committed</u>	<u>Quite committed</u>	<u>Very committed</u>	
a) Commitment to teaching	1	2	3	4	5	[V 52]
b) Commitment to service	1	2	3	4	5	[V 53]
c) Commitment to research/creative & artistic performance	1	2	3	4	5	[V 54]

17) Please mark the approximate percentage of time that you devote to each of the following during the academic year:

a) Teaching	_____ %	[V 55]
b) Preparation for classes	_____ %	[V 56]
c) Practice & rehearsal	_____ %	[V 57]
d) Committee meetings	_____ %	[V 58]
e) Research for publication/presentation	_____ %	[V 59]
f) Research for performance repertoire	_____ %	[V 60]
g) Composing	_____ %	[V 61]
h) Administrative work	_____ %	[V 62]
i) Counseling students	_____ %	[V 63]
j) Other	_____ %	[V 64]
k) Total hours devoted to work	_____ hours per week	[V 65]

18) Please rate your level of satisfaction with:

	<u>Very dissatisfied</u>	<u>Little satisfied</u>	<u>Moderately satisfied</u>	<u>Quite satisfied</u>	<u>Very satisfied</u>	
a) My own performance in the department	1	2	3	4	5	[V 66]

b) My rank	1	2	3	4	5	[V 67]
c) My salary	1	2	3	4	5	[V 68]
d) My students	1	2	3	4	5	[V 69]
e) Departmental work environment	1	2	3	4	5	[V 70]

19) Have you ever experienced a revitalization of your work productivity after a period when your work progress was blocked by either internal or external factors in your career as a music faculty member?

<u>Not at all</u>	<u>Little</u>	<u>Somewhat</u>	<u>To a large extent</u>	<u>Very definitely</u>	
1	2	3	4	5	[V 71]

20) If you experienced a revitalization of your work productivity, how did you renew your vitality? Check all that apply.

Sabbatical	_____	[V 72]
Cooperation with others	_____	[V 73]
Change of scene	_____	[V 74]
Other (Describe)	_____	[V 75]

21) To what extent are you willing to undertake new or innovative behavior in your job performance in each of the following areas?

	<u>Very unwilling</u>	<u>Unwilling</u>	<u>Somewhat willing</u>	<u>Quite willing</u>	<u>Very willing</u>	
a) Creating or performing an untested repertoire	1	2	3	4	5	[V 76]
b) Trying a new and different teaching format, method, or material	1	2	3	4	5	[V 77]
c) Conducting research in an uncharted field	1	2	3	4	5	[V 78]

22) Have you experienced changes in your professional career?

Yes	_____	[V 79]
No	_____	

23) If yes, to what extent did the change enhance your success as a faculty member?

	<u>Not at all</u>	<u>Little</u>	<u>Moderately</u>	<u>Much</u>	<u>Very much</u>	
a) Change in rank	1	2	3	4	5	[V 80]
b) Change in institution	1	2	3	4	5	[V 81]
c) Change in teaching area	1	2	3	4	5	[V 82]
d) Change in research area	1	2	3	4	5	[V 83]
e) Change in career	1	2	3	4	5	[V 84]
f) Other professional change	1	2	3	4	5	[V 85]

24) How much **career variety** have you experienced in the last 5 years within your role? Check all that apply.

Committee assignment in new area	_____	[V 86]
Administrative role	_____	[V 87]
New performance role (e.g., accompanying)	_____	[V 88]

New research field	_____	[V 89]
Non-teaching assignment (e.g. recruitment)	_____	[V 90]
Other (Specify)	_____	[V 91]

25) To what extent are you willing to explore a new career role?

	<u>Not willing</u>	<u>Little willing</u>	<u>Somewhat willing</u>	<u>Quite willing</u>	<u>Very willing</u>	
a) Within music field	1	2	3	4	5	[V 92]
b) Within higher education outside the music field	1	2	3	4	5	[V 93]
c) Outside higher education	1	2	3	4	5	[V 94]

26) Please rate your individual perspectives in your work.

	<u>Very low</u>	<u>Low</u>	<u>Moderately high</u>	<u>Quite high</u>	<u>Very high</u>	
a) Aspiration to achieve	1	2	3	4	5	[V 95]
b) Esteem for your own work	1	2	3	4	5	[V 96]
c) Definite sense of purpose	1	2	3	4	5	[V 97]
d) Sense of sincerity & devotion	1	2	3	4	5	[V 98]
e) Sustained morale	1	2	3	4	5	[V 99]

27) Please rate the degree of specificity of your future work goals and plans.

	<u>Not at all specific</u>	<u>Little specific</u>	<u>Somewhat specific</u>	<u>Quite specific</u>	<u>Very specific</u>	
a) Long-term goals	1	2	3	4	5	[V 100]
b) Short-term goals	1	2	3	4	5	[V 101]
c) Plans to accomplish short or long-term goals	1	2	3	4	5	[V 102]

28) How would you rate your current level of collaboration

	<u>Very low</u>	<u>Low</u>	<u>Somewhat high</u>	<u>Quite high</u>	<u>Very high</u>	
a) Cooperate with and support department decisions	1	2	3	4	5	[V 103]
b) Collaborate in work with colleagues in music	1	2	3	4	5	[V 104]
c) Collaborate in work with colleagues in other fields	1	2	3	4	5	[V 105]

29) Please rate the degree of your responsiveness.

	Very <u>low</u>	Low	Somewhat <u>high</u>	Quite <u>high</u>	Very <u>high</u>	
a) Awareness of the needs of students	1	2	3	4	5	[V 106]
b) Awareness of the needs of the institution, community, & society	1	2	3	4	5	[V 107]
c) Willingness to respond to the needs of students	1	2	3	4	5	[V 108]
d) Willingness to respond to the needs of the institution, community, & society	1	2	3	4	5	[V 109]
e) Amount of effort put into responding to the needs of students	1	2	3	4	5	[V 110]
f) Amount of effort put into responding to the needs of the institution, community, & society	1	2	3	4	5	[V 111]

30) To what extent are you involved with individuals representing diverse backgrounds (e.g., ethnicity, ability)?

	Not <u>involved</u>	Hardly <u>involved</u>	Somewhat <u>involved</u>	Quite <u>involved</u>	Very <u>involved</u>	
a) Students diverse in skills and ability	1	2	3	4	5	[V 112]
b) Students diverse in ethnicity	1	2	3	4	5	[V 113]
c) Colleagues diverse in ethnicity in your department	1	2	3	4	5	[V 114]
d) Colleagues diverse in ethnicity outside your department	1	2	3	4	5	[V 115]

31) How would you rate your sustained productivity over your academic career?

	Very <u>low</u>	Low	Moderately <u>high</u>	Quite <u>high</u>	Very <u>high</u>	
a) Teaching	1	2	3	4	5	[V 116]

b) Service	1	2	3	4	5	[V 117]
c) Research/creative & artistic performance	1	2	3	4	5	[V 118]

32) How is your productivity rated by the administrative evaluation system in your institution?

	<u>Very low</u>	<u>Low</u>	<u>Moderately high</u>	<u>Quite high</u>	<u>Very high</u>	
a) Teaching	1	2	3	4	5	[V 119]
b) Service	1	2	3	4	5	[V 120]
c) Research/creative & artistic performance	1	2	3	4	5	[V 121]

33) Describe an ideal organizational condition that would foster your vitality or provide other comments on the back of this page. Thank you very much for participating in this study.