

QUESTIONNAIRE ON MINORITY FACULTY RECRUITING

Instructions:

1. Please use #2 pencil only for responses on the optical-scan sheet.
2. For purposes of this survey, the definition of minority is not to be equated with blacks only. It includes women, foreign-born, Hispanics, American Indians, and Orientals/Asians, etc. To draw your attention, the words minority and minorities are underlined throughout this questionnaire.
3. Our control group is U.S.-born, white-male, faculty member.
4. Please identify yourself in items 49-52 regarding sex, race, place of birth and status. This information will aid us in analyzing the responses by various categories.
5. We encourage you to submit specific comments pertaining to various items on minority faculty recruiting/retaining in general on a separate sheet. Your contributions can be very helpful to the committee.

The following scale applies to each of the following items 1-24.

STRONGLY AGREE	AGREE	UNCERTAIN	DISAGREE	STRONGLY DISAGREE
1	2	3	4	5

I was particularly attracted to ECU because of:

1. Job opening for myself and/or spouse
2. Competitive salary
3. History of growth at ECU
4. Emphasis on teaching rather than on research at ECU
5. Availability of program I wanted to develop and contribute to
6. Seriousness of purpose expressed by members of the search committee
7. Affordable housing
8. Geographic location of Greenville
9. Small town
10. Less crime

As regards the status of Minority faculty at ECU

11. We need minority faculty at ECU as models for the students and peers for the community.
12. We do not need minority faculty to more adequately reflect the demographic balance at the state and national level.
13. We need minority faculty at ECU because we cannot afford to ignore this valuable talent in an increasingly competitive world.
14. The present ECU office responsible for administering the equal opportunity program should be restructured and upgraded.

There is subtle race/sex bias that come into play in decisions pertaining to retentions, granting tenures, raises and promotions at the:

15. Vice Chancellor's level
16. Dean's level
17. Chair's level
18. Personnel Committee level

I would encourage friends and professional associates who are members of minority groups to seek positions at ECU:

19. Because there is no institutional bias here.
20. Because the atmosphere is tolerable.
21. Provided departments with bias are avoided.
22. Provided there is an understanding of research demands and salary limitations.
23. No. I don't want my friends and colleagues to be disappointed by administrators and search committees who are not sensitive to minority hiring at present.
24. No. Members of minority groups accepting positions at ECU would face the general negativism toward minorities in the community and the restricted social outlets.

Rate the degree to which you feel accepted and respected as a member of the faculty and community by the following groups (items 25-29):

- | | TOTALLY
ACCEPTED | ACCEPTED | UNCERTAIN | POORLY
ACCEPTED | NOT
ACCEPTED |
|--------------------------|---------------------|----------|-----------|--------------------|-----------------|
| | 1 | 2 | 3 | 4 | 5 |
| 25. Students | | | | | |
| 26. Faculty/Staff | | | | | |
| 27. Administrators | | | | | |
| 28. University community | | | | | |
| 29. Community at large | | | | | |

For personal contributions and self-rating, the scale is:

- | | EXCELLENT | GOOD | UNCERTAIN | POOR | VERY POOR |
|--|-----------|------|-----------|------|-----------|
| | 1 | 2 | 3 | 4 | 5 |
| 30. As a member of the university community, I rate myself . . . | | | | | |
| 31. As a member of the community at large, I rate myself . . . | | | | | |

ECU should concentrate its efforts on some of the following suggestions. Order of my priority is:

- | | HIGHEST
PRIORITY | HIGH
PRIORITY | UNCERTAIN | LOW
PRIORITY | LOWEST
PRIORITY |
|--|---------------------|------------------|-----------|-----------------|--------------------|
| | 1 | 2 | 3 | 4 | 5 |
| 32. Vigorously recruit/retain/graduate more <u>minority</u> students. | | | | | |
| 33. Allot new teaching slots tied to recruiting <u>minority</u> faculty. | | | | | |
| 34. Increase personal contacts with <u>minorities</u> at professional meetings and work through various regional/national networks. | | | | | |
| 35. Conduct sensitivity workshops to remove misconceptions of faculty and department heads regarding the hiring of <u>minorities</u> in their departments. | | | | | |
| 36. ECU should address special concerns of <u>minority</u> faculty regarding housing. | | | | | |
| 37. Administration should vigorously monitor activities relating to recruitment/retraining <u>minority</u> faculty at department/unit level. | | | | | |

Scale for questions 38-45 is:

STRONGLY
AGREE

AGREE

UNCERTAIN

DISAGREE

STRONGLY
DISAGREE

1

2

3

4

5

Our Chancellor should emphasize that:

38. For faculty recruitment/retaining purposes the definition of minority is not to be equated with blacks only. It should in addition include women, foreign-born, Hispanics, American Indians, and Orientals/Asians, etc.
39. Unit heads are expected to increase minority faculty percentage, in their units.
40. Special effort be made by units to encourage qualified minority faculty to come to ECU.
41. Special efforts be made to fill administrative positions/appointments in various units and faculty senate, by minority faculty.
42. The selection committee at the unit level should always include women/black/foreign born/other minority groups from inside or outside the department.

ECU should have written policies at the department/unit level to:

43. Vigorously recruit/retain minority faculty and monitor all such activities.
44. Deal with any acts of discrimination in recruitment, retention and advancement in salary/rank etc.
45. Encourage and institute mentorship programs for minority faculty.
46. **Administrative structure: Choose only one of the following five statements:**
 1. There should be a new university-wide Faculty Senate Committee to help different department/units recruit minority faculty.
 2. There should be a new university-wide administrative committee appointed by the Chancellor to help different departments/units recruit minority faculty.
 3. There should be a new administrator with separate budget for solely helping and coordinating different departments/units recruit minority faculty.
 4. I do not agree with any of above three statements.
 5. I am in favor of retaining the status quo.

47. Personnel committee activities regarding position vacancies in my unit presently include communicating through formal/informal minority networks.

1. Yes 2. No 3. Uncertain

48. If yes, please provide types/names of networks utilized on a separate sheet.

Identification:

- | | | |
|---------------------|------------------|-------------------------------|
| 49. Sex: | 1. Male | 2. Female |
| 50. Place of Birth: | 1. U. S. | 2. Outside U. S. |
| 51. Race: | 1. White | 2. Black 3. Others |
| 52. Primary Status: | 1. Faculty | 2. Chairperson/Head of Unit |
| | 3. Administrator | 4. Others |

Please send the answer sheet and your comments by october 8 to:

Faculty Senate Office
142 Rawl Annex