



**CIRTL INCLUDES Pilot:  
Community College Faculty Pathways Survey**

## Acknowledgments

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The Wisconsin Center for Education Research is housed in the School of Education at the University of Wisconsin-Madison.

To learn more about the CIRTl INCLUDES pilot initiative, please visit our website:

<https://cirtlincludes.net/>



**Wisconsin Center for  
Education Research**  
SCHOOL OF EDUCATION  
UNIVERSITY OF WISCONSIN-MADISON



# Community College Faculty Pathways Survey

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## UNIVERSITY OF WISCONSIN-MADISON

### Research Participant Information and Consent Form

**Title of the Study:** Survey of Community College STEM Faculty Members' Career Pathways and Teaching Professional Development

**Principal Investigator:** Robert Mathieu, Ph.D.; Phone: (608) 263-4203; Email: mathieu@astro.wisc.edu

**Point of Contact:** Lucas Hill, Ph.D.; Phone: (608) 263-5820; Email: lhill6@wisc.edu

**DESCRIPTION OF THE RESEARCH:** You are invited to participate in a study that explores (1) the career pathways of community college science, technology, engineering, and mathematics (STEM) faculty, (2) their teaching development activities, and (3) their teaching experience and skills.

You have been asked to participate because you have been identified by your institution as a community college faculty member who teaches science, technology, engineering, or mathematics courses.

**WHAT WILL MY PARTICIPATION INVOLVE?** You are being asked to complete an **online survey that will take between 15-30 minutes** to complete. Questions will ask you about such topics as your current employment, educational history, employment history, and current and prior teaching professional development involvement. Your participation is voluntary and you can end your participation at any point.

**What are the Benefits and Risks of Participating?** There are no direct benefits of participating in this study. As with any study involving the collection of data there is a small risk of breach of confidentiality of data, and you may be identified as a participant in this study.

**HOW WILL MY CONFIDENTIALITY BE PROTECTED?** We will minimize the risk of break of confidentiality in the following ways. Research data will be shared between researchers at the University of Wisconsin-Madison, Iowa State University, the University of California-Los Angeles, and the University

of Texas at El Paso. Data will be stored on a secure server (hosted by the University of Wisconsin-Madison) and accessed only through password-protected computers.

**WHOM SHOULD I CONTACT IF I HAVE QUESTIONS?** You may ask any questions about the research at any time. If you have questions about the research after the survey you should contact the Principal Investigator Robert Mathieu, Ph.D. at mathieu@astro.wisc.edu or (608) 263-4203.

If you are not satisfied with response of research team, have more questions, or want to talk with someone about your rights as a research participant, you may contact the Education and Social/Behavioral Science IRB Office at (608) 263-2320.

You may save a copy of this consent information for your records by clicking here: [Consent Form](#).

Your participation in this study is voluntary and you have the right to withdraw your consent or discontinue participation at any time without penalty. You have the right to refuse to answer particular questions. By clicking the box below, you indicate that you have read this consent form and voluntarily consent to participate.

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Do you consent to participate in the survey as described above?

Yes (1)

No (2)

*Skip To: End of Survey If Do you consent to participate in the survey as described above? = No*

Page Break

Q2 Please select the community college where you currently work.

[INSERT INSTITUTION CHOICES HERE]

*Skip To: End of Survey If Please select the community college where you currently work. = I do not work at any of these community colleges.*

Q3 In what year did you begin working for  $\{Q2/ChoiceGroup/SelectedChoices\}$ ?

▼ 2017 (1) ... Before 1960 (59)

Q4 Which of the following best describes your current academic or teaching rank or title at [\\${Q2/ChoiceGroup/SelectedChoices}](#)?

- Professor (1)
- Associate Professor (2)
- Assistant Professor (3)
- Instructor (4)
- Adjunct Instructor (5)
- Lecturer (6)
- Adjunct Lecturer (7)
- Other (please tell us): (8) \_\_\_\_\_

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Q5 Are you a part-time or full-time employee at [\\${Q2/ChoiceGroup/SelectedChoices}](#)?

- Part-time (1)
  - Full-time (2)
-

Q6 What is your current tenure or probationary status at [\\${Q2/ChoiceGroup/SelectedChoices}](#)? Check all that apply.

- Tenured (1)
- On the tenure track (2)
- Not on a tenure track, although [\\${Q2/ChoiceGroup/SelectedChoices}](#) has a tenure system (3)
- No tenure system at this community college (4)
- Probationary (5)
- On probationary track (6)
- Non-probationary (7)
- Adjunct (8)
- I do not know. (9)
- Other (please tell us): (10) \_\_\_\_\_

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Q7 How many hours on average **per week** do you spend teaching in a classroom or lab at [\\${Q2/ChoiceGroup/SelectedChoices}](#)?

- 1 to 5 hours (1)
  - 6 to 10 hours (2)
  - 11 to 15 hours (3)
  - 16 to 20 hours (4)
  - 21 to 25 hours (5)
  - 26 to 30 hours (6)
  - 31 hours or more (7)
-

Q8 How many hours on average **per week** do you spend engaged in other teaching activities outside of the classroom or lab (e.g., preparing for class, working with students after class, grading) at [\\${Q2/ChoiceGroup/SelectedChoices}](#)?

- 1 to 5 hours (1)
  - 6 to 10 hours (2)
  - 11 to 15 hours (3)
  - 16 to 20 hours (4)
  - 21 to 25 hours (5)
  - 26 to 30 hours (6)
  - 31 hours or more (7)
- 

Q9 Do you consider your position at [\\${Q2/ChoiceGroup/SelectedChoices}](#) to be your primary employment?

- Yes (1)
  - No (2)
- 

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Q10 Are you currently employed by another educational institution as a faculty member, instructor, lecturer, teacher, or other instructional personnel? Check all that apply.

- 2-year postsecondary institution part-time (1)
  - 2-year postsecondary institution full-time (2)
  - 4-year postsecondary institution part-time (3)
  - 4-year postsecondary institution full-time (4)
  - Primary or secondary school part-time (5)
  - Primary or secondary school full-time (6)
  - I do not teach currently at another education institution. (7)
  - Other (please tell us): (8) \_\_\_\_\_
-

Q11 Are you currently employed by any of the following types of organizations? Check all that apply.

- Government (federal, state, local) agency or organization part-time (1)
- Government (federal, state, local) agency or organization full-time (2)
- For-profit company or organization part-time (3)
- For-profit company or organization full-time (4)
- Non-profit organization or foundation part-time (5)
- Non-profit organization or foundation full-time (6)
- Self-employed part-time (7)
- Self-employed full-time (8)
- I am not currently employed by another organization. (9)
- Other (please tell us): (10) \_\_\_\_\_

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Q12 With what science, technology, engineering, and mathematics (STEM) **discipline(s)** do you most identify? Check all that apply.

- Agriculture, natural resources, and horticulture (1)
- Chemistry (2)
- Computer, information sciences, and support technology (3)
- Earth, environmental, geological, and geographical sciences (4)
- Engineering (5)
- Engineering technologies/technicians (6)
- Environmental technologies/technicians (7)
- Health professions and clinical sciences (8)
- Life sciences (e.g., biology, ecology, physiology, zoology) (9)
- Mathematics and statistics (10)
- Mechanical/repair technologies/technicians (11)
- Physics and astronomy (12)
- Psychology (13)
- Other science technologies/technicians (14)
- Social, behavioral, and economic sciences (not including psychology) (15)
- Other (please tell us): (16) \_\_\_\_\_

Page Break

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Q13 Which of the following broad STEM topics have you taught or currently teach at [\\${Q2/ChoiceGroup/SelectedChoices}](#)? Check all that apply.

- Agriculture, natural resources, horticulture (1)
  - Chemistry (2)
  - Computer science (3)
  - Earth, environmental, geological, and geographical science (4)
  - Engineering (5)
  - Health science (6)
  - Life sciences (e.g., biology, ecology, physiology, zoology) (7)
  - Mathematics and statistics (8)
  - Physics and astronomy (9)
  - Psychology (10)
  - Technology (11)
  - Technical training (12)
  - Social, behavioral, and economic sciences (not including psychology) (13)
  - Other (please tell us): (14) \_\_\_\_\_
- 

Q14 Which of the following course types do you teach at [\\${Q2/ChoiceGroup/SelectedChoices}](#)? Check all that apply.

- I teach developmental or remedial courses. (1)
- I teach career and technical courses. (2)
- I teach general education courses. (3)
- I teach college-level courses that can be transferred to a four-year institution. (4)
- Other (please tell us): (5) \_\_\_\_\_

Page Break

Q15 Please select the **main factors** that motivated you to work at \${Q2/ChoiceGroup/SelectedChoices}.

- I had a passion for teaching at a community college. (1)
  - I enjoyed the work duties and responsibilities of community college faculty. (2)
  - I was committed to the mission of community colleges. (3)
  - I wanted to earn supplemental income. (4)
  - My career plans changed. (5)
  - I needed a job. (6)
  - My partner or spouse was hired at local company, organization, or college/university. (7)
  - I wanted a specific geographic location. (8)
  - I wanted to return to work after retirement. (9)
  - This position was a stepping stone to a full-time position. (10)
  - The position provided benefits (e.g., health insurance, retirement) that I needed. (11)
  - Other (please tell us): (12) \_\_\_\_\_
- 

Q16 Generally, how satisfied are you with your job as a faculty member at a community college?

- Very dissatisfied (1)
- Dissatisfied (2)
- Somewhat satisfied (3)
- Satisfied (4)
- Very satisfied (5)

Page Break

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Q17 What is the highest degree you have completed?

- Doctoral degree (e.g., Ph.D., Ed.D.) (1)
- Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.) (2)
- Master's degree (e.g., M.A., M.S., M.B.A.) (3)
- Bachelor's degree (e.g., B.A., B.S., R.N.) (4)
- Associate's degree (e.g., A.A., A.S.) (5)
- Other (please tell us): (6) \_\_\_\_\_

Page Break

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Q18 What was the broad area of your major or degree program for your [\\${Q17/ChoiceGroup/SelectedChoicesTextEntry}](#)?

▼ Agriculture, natural resources, and horticulture (1) ... Other (15)

- Agriculture, natural resources, and horticulture (1)
- Chemistry (2)
- Computer, information sciences, and support technology (3)
- Earth, environmental, geological, and geographical sciences (4)
- Engineering (5)
- Engineering technologies/technicians (6)
- Environmental technologies/technicians (7)
- Health professions and clinical sciences(8)
- Life sciences (e.g. biology, ecology, physiology, zoology) (9)
- Mathematics and statistics (10)
- Mechanical/repair technologies/technicians (11)
- Physics and astronomy (12)
- Psychology (13)
- Other science technologies/technicians (14)
- Social, behavioral, and economic sciences (not including psychology) (15)
- Other (please tell us): \_\_\_\_\_ (16)

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Q19 In what state did you earn your [\\${Q17/ChoiceGroup/SelectedChoicesTextEntry}](#)?

▼ Alabama (1) ... Outside of the United States (51)

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Q20 At what institution did you earn your [\\${Q17/ChoiceGroup/SelectedChoicesTextEntry}](#)?

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Q21 In what year did you earn your [\\${Q17/ChoiceGroup/SelectedChoicesTextEntry}](#)?

▼ 2017 (1) ... I am still working on the degree. (70)

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Q22 Did you receive your [\\${Q17/ChoiceGroup/SelectedChoicesTextEntry}](#) while working at [\\${Q2/ChoiceGroup/SelectedChoices}](#)?

Yes (1)

No (2)

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Page Break

Q24 What was your primary career goal when you completed your [\\${Q17/ChoiceGroup/SelectedChoicesTextEntry}](#)?

Faculty member at a two-year college (1)

Faculty member at a four-year college or university with a teaching focus (2)

Faculty member at a four-year college or university with a research focus (3)

Research career in government, industry or business (4)

Non-research career in a government (federal, state, local) agency or organization (5)

Non-research career at a foundation or other non-profit organization (6)

Non-research career at a for-profit business or industry (7)

Start my own business (8)

Undecided (9)

Other (please tell us): (10) \_\_\_\_\_

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Page Break

**End of Block: Intro, CC work, Highest Degree**

**Start of Block: Other Education**

Q25 What other higher education degrees have you completed?

**Directions:**

Please list up to three degrees. Be specific about the type and degree program (e.g., Master of Science in Molecular Biology, Bachelor of Arts in Chemistry, Associate in Business Administration).

- Degree #1 (1) \_\_\_\_\_
- Degree #2 (2) \_\_\_\_\_
- Degree #3 (3) \_\_\_\_\_

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Q27 In what state did you earn your  $\${Q25/ChoiceTextEntryValue/1}$ ?

▼ Alabama (1) ... Outside of the United States (51)

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Q28 At what type of institution did you earn your  $\${Q25/ChoiceTextEntryValue/1}$ ?

- Two-year college (1)
  - Four-year college or university with a teaching focus (e.g., liberal arts college) (2)
  - Four-year college or university with a research focus (e.g., large research university) (3)
  - Other (please tell us): (4) \_\_\_\_\_
- 

Q29 In what year did you complete your  $\${Q25/ChoiceTextEntryValue/1}$ ?

▼ 2017 (1) ... I am still working on my degree. (69)

---

Q30 To what extent were you **interested** in working at a community college when you were working on your  $\${Q25/ChoiceTextEntryValue/1}$ ?

- Not at all interested (1)
- Slightly interested (2)
- Somewhat interested (3)
- Very interested (4)
- Extremely interested (5)

Page Break

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Q32 In what state did you earn your  $\${Q25/ChoiceTextEntryValue/2}$ ?

▼ Alabama (1) ... Outside of the United States (51)

---

Q33 At what type of institution did you earn your  $\${Q25/ChoiceTextEntryValue/2}$ ?

- Two-year college (1)
  - Four-year college or university with a teaching focus (e.g., liberal arts college) (2)
  - Four-year college or university with a research focus (e.g., large research university) (3)
  - Other (please tell us): (4) \_\_\_\_\_
- 

Q34 In what year did you complete your  $\${Q25/ChoiceTextEntryValue/2}$ ?

▼ 2017 (1) ... I am still working on my degree. (69)

---

Q35 To what extent were you **interested** in working at a community college when you were working on your  $\${Q25/ChoiceTextEntryValue/2}$ ?

- Not at all interested (1)
- Slightly interested (2)
- Somewhat interested (3)
- Very interested (4)
- Extremely interested (5)

Page Break

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Q37 In what state did you earn your  $\${Q25/ChoiceTextEntryValue/3}$ ?

▼ Alabama (1) ... Outside of the United States (51)

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Q38 At what type of institution did you earn your  $\${Q25/ChoiceTextEntryValue/3}$ ?

- Two-year college (1)
  - Four-year college or university with a teaching focus (e.g., liberal arts college) (2)
  - Four-year college or university with a research focus (e.g., large research university) (3)
  - Other (please tell us): (4) \_\_\_\_\_
- 

Q39 In what year did you complete your  $\${Q25/ChoiceTextEntryValue/3}$ ?

▼ 2017 (1) ... I am still working on my degree. (69)

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Q40 To what extent were you **interested** in working at a community college when you were working on your  $\{Q25/ChoiceTextEntryValue/3\}$ ?

- Not at all interested (1)
- Slightly interested (2)
- Somewhat interested (3)
- Very interested (4)
- Extremely interested (5)

**End of Block: Other Education**

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**Start of Block: Employment**

Q41 In this section of the survey, please record **up to three** key employment positions you have held (full- or part-time) **since you received your** [\\${Q17/ChoiceGroup/SelectedChoicesTextEntry}](#).

If you received your [\\${Q17/ChoiceGroup/SelectedChoicesTextEntry}](#) while working at [\\${Q2/ChoiceGroup/SelectedChoices}](#), please record your employment history after you earned your second highest degree. **Do not** include your employment at [\\${Q2/ChoiceGroup/SelectedChoices}](#).

**Directions:** Please list employment titles or position types and **NOT** the name of your employer.

- Position #1 (1) \_\_\_\_\_
- Position #2 (2) \_\_\_\_\_
- Position #3 (3) \_\_\_\_\_

Page Break

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Q42 In what state did you work as a [\\${Q41/ChoiceTextEntryValue/1}](#)?

▼ Alabama (1) ... Outside of the United States (51)

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Q43 What type of organization was it?

- 2-year postsecondary institution (1)
  - 4-year postsecondary institution (2)
  - Primary or secondary school (3)
  - Other educational institution (4)
  - Government (federal, state, local) agency or organization (5)
  - Foundation or other non-profit organization (6)
  - For-profit business or industry (7)
  - Self-employed (8)
  - Other (please tell us): (9) \_\_\_\_\_
-

Q44 Was this position part-time or full-time?

- Full-time (1)
- Part-time (2)

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Q45 In what year did you start?

If you cannot remember the precise year, please provide your best estimate.

▼ 2017 (1) ... Before 1950 (68)

Q46 In what year did you leave?

If you cannot remember the precise year, please provide your best estimate.

▼ I am still employed there. (1) ... Before 1950 (69)

Q47 To what extent were you **interested** in working at a community college when you were in this position?

- Not at all interested (1)
- Slightly interested (2)
- Somewhat interested (3)
- Very interested (4)
- Extremely interested (5)

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Q48 In what state did you work as a [\\${Q41/ChoiceTextEntryValue/2}](#)?

▼ Alabama (1) ... Outside of the United States (51)

Q49 What type of organization was it?

- 2-year postsecondary institution (1)
  - 4-year postsecondary institution (2)
  - Primary or secondary school (3)
  - Other educational institution (4)
  - Government (federal, state, local) agency or organization (5)
  - Foundation or other non-profit organization (6)
  - For-profit business or industry (7)
  - Self-employed (8)
  - Other (please tell us): (9) \_\_\_\_\_
- 

Q50 Was this position part-time or full-time?

- Full-time (1)
- Part-time (2)

Page Break \_\_\_\_\_

Q51 In what year did you start?

If you cannot remember the precise year, please provide your best estimate.

▼ 2017 (1) ... Before 1950 (68)

---

Q52 In what year did you leave?

If you cannot remember the precise year, please provide your best estimate.

▼ I am still employed there. (1) ... Before 1950 (69)

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Q53 To what extent were you **interested** in working at a community college when you were in this position?

- Not at all interested (1)
- Slightly interested (2)
- Somewhat interested (3)
- Very interested (4)
- Extremely interested (5)

Page Break

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Q54 In what state did you work as a  $\${Q41/ChoiceTextEntryValue/3}$ ?

▼ Alabama (1) ... Outside of the United States (51)

Q55 What type of organization was it?

- 2-year postsecondary institution (1)
- 4-year postsecondary institution (2)
- Primary or secondary school (3)
- Other educational institution (4)
- Government (federal, state, local) agency or organization (5)
- Foundation or other non-profit organization (6)
- For-profit business or industry (7)
- Self-employed (8)
- Other (please tell us): (9) \_\_\_\_\_

Q56 Was this position part-time or full-time?

- Full-time (1)
- Part-time (2)

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Q57 In what year did you start?

If you cannot remember the precise year, please provide your best estimate.

▼ 2017 (1) ... Before 1950 (68)

---

Q58 In what year did you leave?

If you cannot remember the precise year, please provide your best estimate.

▼ I am still employed there. (1) ... Before 1950 (69)

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Q59 To what extent were you **interested** in working at a community college when you were in this position?

- Not at all interested (1)
- Slightly interested (2)
- Somewhat interested (3)
- Very interested (4)
- Extremely interested (5)

**End of Block: Employment**

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**Start of Block: Teaching Experience and Diversity**

Q72 As of right now, **how many years** of primary, secondary, or higher education **teaching experience** (full- or part-time) do you have?

- First-year instructor (1)
  - 1 to 4 years (2)
  - 5 to 9 years (3)
  - 10 to 19 years (4)
  - 20 to 29 years (5)
  - 30 to 39 years (6)
  - 40 years or more (7)
- 

Q73 **In your current role at [\\${Q2/ChoiceGroup/SelectedChoices}](#)**, what is the typical proportion of students in your classroom from underrepresented groups in STEM fields (e.g., women, African American, Latina/o, American Indian, non-traditional aged students, students with disabilities, military veterans, LGBTQIA+ students)? Please provide your best estimate.

- 0-5% (1)
  - 6-20% (2)
  - 21-40% (3)
  - 41-60% (4)
  - 61-80% (5)
  - 81% or more (6)
-

Q74 Outside of working at \${Q2/ChoiceGroup/SelectedChoices}, how much **experience** do you have working with or teaching students from underrepresented groups in STEM fields?

- No experience (1)
- A little experience (2)
- Some experience (3)
- Moderate experience (4)
- Extensive experience (5)

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**End of Block: Teaching Experience and Diversity**

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### Start of Block: Highest Degree Institution - Teaching Development and Experience

The following questions will ask you about your participation in professional development opportunities focused on improving your teaching while completing your highest degree.

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Q76 While working on your highest degree, to what extent were you **interested** in participating in professional development opportunities focused on improving your teaching?

- Not at all interested (1)
  - Slightly interested (2)
  - Somewhat interested (3)
  - Very interested (4)
  - Extremely interested (5)
- 

Q77 At the institution where you earned your highest degree, **did you participate** in any professional development opportunities focused on improving your teaching?

- Yes (1)
  - No (2)
- 

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Q78 How many **hours total** did you participate in any professional development opportunities focused on improving your teaching while working on your [\\${Q17/ChoiceGroup/SelectedChoicesTextEntry}](#)?

- Less than 1 hour (1)
  - 1-10 hours (2)
  - 11-25 hours (3)
  - 26-55 hours (4)
  - 56 hours or more (5)
- 

Page Break

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Q127 To what extent did professional development opportunities focused on improving your teaching concentrate on...

	Not at all (1)	Slightly (2)	Somewhat (3)	Very (4)	Extremely (5)
Community colleges or community college students? (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Student diversity? (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Creating inclusive learning environments? (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q83 How **useful** to you were professional development opportunities focused on improving your teaching provided by your [\\${Q17/ChoiceGroup/SelectedChoicesTextEntry}](#)-granting institution?

- Not at all useful (1)
- Slightly useful (2)
- Somewhat useful (3)
- Very Useful (4)
- Extremely Useful (5)

Page Break

Q82 How satisfied were you with the **availability** of professional development opportunities focused on improving your teaching provided by your [\\${Q17/ChoiceGroup/SelectedChoicesTextEntry}](#)-granting institution?

- Very dissatisfied (1)
- Dissatisfied (2)
- Somewhat satisfied (3)
- Satisfied (4)
- Very satisfied (5)

Q84 How **supportive** was the environment at your [\\${Q17/ChoiceGroup/SelectedChoicesTextEntry}](#)-granting institution for you to engage in professional development opportunities focused on improving your teaching?

- Not supportive (1)
- Slightly supportive (2)
- Somewhat supportive (3)
- Very supportive (4)
- Extremely supportive (5)

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Q140 Why did you decide to participate in professional development opportunities focused on improving your teaching while completing your [\\${Q17/ChoiceGroup/SelectedChoicesTextEntry}](#)? Check all that apply.

- Participation was required (e.g., by advisor, department, graduate school). (1)
- To improve my knowledge of teaching and learning topics. (2)
- To improve my teaching skills. (3)
- To gain practical teaching experience. (4)
- To improve my work as a teaching assistant. (5)
- To interact with people from different disciplines. (6)
- To prepare for a career as a faculty member. (7)
- To be more competitive on the job market. (8)
- To address a specific need (please tell us): (9)

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Other (please tell us): (10) \_\_\_\_\_

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Q85 Which of the following factors, if any, discouraged you from participating in professional development opportunities focused on improving your teaching while completing your [\\${Q17/ChoiceGroup/SelectedChoicesTextEntry}](#)? Check all that apply.

- Not aware of programs or offerings. (1)
- Not enough time. (2)
- Not a high priority. (3)
- Little to no interest in teaching development. (4)
- I was discouraged from participating (e.g., by my advisor, department). (5)
- The programs/activities conflicted with my schedule. (6)
- I did not find the programs/activities to be useful. (7)
- The people running the programs/activities were not helpful. (8)
- I did not enjoy the experience. (9)
- I did not feel like I fit in. (10)
- Other (please tell us): (11) \_\_\_\_\_

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Q87 At the institution where you earned your highest degree, did you have teaching responsibilities?

- Yes (1)
  - No (2)
-

Q88 What best describes your teaching role at the institution where you received your [\\${Q17/ChoiceGroup/SelectedChoicesTextEntry}](#)? Check all that apply.

- Graduate teaching assistant (1)
  - Lab assistant (2)
  - Instructor of record (3)
  - Research mentor (4)
  - Guest lecturer (5)
  - Other (please tell us): (6) \_\_\_\_\_
- 

Q89 On average, how many **hours a week** were you involved in teaching or teaching-related activities while completing your [\\${Q17/ChoiceGroup/SelectedChoicesTextEntry}](#)?

- 1 to 5 hours (1)
  - 6 to 10 hours (2)
  - 11 to 15 hours (3)
  - 16 to 20 hours (4)
  - 21 to 25 hours (5)
  - 26 to 30 hours (6)
  - 31 or more hours (7)
- 

Q90 Whom did you teach?

- Undergraduate students only (1)
- Graduate students only (2)
- Undergraduate and graduate students (3)
- Other (please tell us): (4) \_\_\_\_\_

**End of Block: Highest Degree Institution - Teaching Development and Experience**

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## Start of Block: Current CC Teaching Professional Development

The following questions will ask you about your participation in professional development opportunities focused on improving your teaching while at [\\${Q2/ChoiceGroup/SelectedChoices}](#).

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Q91 To what extent are you **interested** in participating in professional development opportunities focused on improving your teaching at [\\${Q2/ChoiceGroup/SelectedChoices}](#)?

- Not at all interested (1)
  - Slightly interested (2)
  - Somewhat interested (3)
  - Very interested (4)
  - Extremely interested (5)
- 

Q143 Does [\\${Q2/ChoiceGroup/SelectedChoices}](#) require its faculty to participate in professional development opportunities focused on improving your teaching?

- Yes (1)
  - No (2)
  - I do not know. (3)
- 

Q105 Have you participated in any professional development opportunities focused on improving your teaching at [\\${Q2/ChoiceGroup/SelectedChoices}](#)?

- Yes (1)
- No (2)

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Q93 On average, how many **total hours each year** have you participated in any professional development opportunities focused on improving your teaching while working at [\\${Q2/ChoiceGroup/SelectedChoices}](#)?

- Less than 1 hour or none (1)
  - 1-10 hours (2)
  - 11-25 hours (3)
  - 26-55 hours (4)
  - 56 hours or more (5)
- 

Q92 Outside of opportunities provided by [\\${Q2/ChoiceGroup/SelectedChoices}](#), have you participated in any professional development opportunities focused on improving your teaching through any of the following? Check all that apply.

- None (1)
  - Disciplinary association or organization (2)
  - Teaching-specific association or organization (3)
  - Other professional association or organization (4)
  - My own independent study of teaching and learning resources (5)
  - Other (please tell us): (6) \_\_\_\_\_
- 

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Q128 To what extent did professional development opportunities focused on improving your teaching at [\\${Q2/ChoiceGroup/SelectedChoices}](#) concentrate on...

	Not at all (1)	Slightly (2)	Somewhat (3)	Very (4)	Extremely (5)
Community colleges or community college students? (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Student diversity? (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Creating inclusive learning environments? (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q98 How **useful** to you are professional development opportunities focused on improving your teaching provided by [\\${Q2/ChoiceGroup/SelectedChoices}](#)?

- Not at all useful (1)
- Slightly useful (2)
- Somewhat useful (3)
- Very useful (4)
- Extremely useful (5)

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Q101 To what extent do you feel that [\\${Q2/ChoiceGroup/SelectedChoices}](#) has an **inclusive campus climate** for underrepresented student groups?

- Not at all (1)
- Slightly (2)
- Somewhat (3)
- Very (4)
- Extremely (5)



Q102 How **supportive** is the environment at  $\${Q2/ChoiceGroup/SelectedChoices}$  for you to engage in professional development opportunities focused on improving your teaching?

- Not supportive (1)
  - Slightly supportive (2)
  - Somewhat supportive (3)
  - Very supportive (4)
  - Extremely supportive (5)
- 

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Q97 How satisfied are you with the **availability** of professional development opportunities focused on improving your teaching provided by  $\${Q2/ChoiceGroup/SelectedChoices}$ ?

- Very dissatisfied (1)
  - Dissatisfied (2)
  - Somewhat satisfied (3)
  - Satisfied (4)
  - Very satisfied (5)
- 

Page Break

Q141 Why did you decide to participate in professional development opportunities focused on improving your teaching at [\\${Q2/ChoiceGroup/SelectedChoices}](#)? Check all that apply.

- Participation was required. (1)
- To improve my knowledge of teaching and learning topics. (2)
- To improve my teaching skills. (3)
- To gain practical teaching experience. (4)
- To improve my work in my current teaching role. (5)
- To interact with people from different disciplines. (6)
- To be more competitive on the job market. (7)
- To address a specific need (please tell us): (8) \_\_\_\_\_
- Other (please tell us): (9) \_\_\_\_\_

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Q103 Which of the following factors, if any, have discouraged you from participating in professional development opportunities focused on improving your teaching at [\\${Q2/ChoiceGroup/SelectedChoices}](#)? Check all that apply.

- Not aware of programs or offerings. (1)
- Not enough time. (2)
- Not a high priority. (3)
- Little to no interest in teaching development. (4)
- I was discouraged from participating. (5)
- The programs/activities conflicted with my schedule. (6)
- I did not find the programs/activities to be useful. (7)
- The people running the programs/activities were not helpful. (8)
- I did not enjoy the experience. (9)
- I did not feel like I fit in. (10)
- Other (please tell us): (11) \_\_\_\_\_

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The following questions will ask you about your confidence in your teaching abilities.

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Q99 As of right now, how **confident** are you in your ability to....

	Not at all confident (1)	Slightly confident (2)	Somewhat confident (3)	Very confident (4)	Extremely confident (5)
Teach undergraduates who struggle with basic academic skills (e.g., reading, writing, math)? (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teach undergraduates in your academic discipline? (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teach undergraduates in other science, technology, engineering, or mathematics topics? (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Help underrepresented student groups succeed in STEM courses and majors? (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Understand student diversity and how it influences student learning? (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Create inclusive classrooms? (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Page Break

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Q100 As of right now, how **confident** are you in your ability to...

	Not at all confident (1)	Slightly confident (2)	Somewhat confident (3)	Very confident (4)	Extremely confident (5)
Help students understand how to connect their learning to societal problems or issues? (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Help students develop skills necessary to work effectively with people from various cultural backgrounds? (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Select course content that emphasizes contributions to the field by people from multiple cultures? (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Explore your own cultural and intellectual perspectives as part of class preparation? (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Address your potential biases about course-related issues during class? (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Q138 As of right now, how **confident** are you in your ability to...

	Not at all confident (1)	Slightly confident (2)	Somewhat confident (3)	Very confident (4)	Extremely confident (5)
Learn about student characteristics in order to improve class instruction? (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Create a safe and supportive classroom atmosphere that is conducive to student learning? (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Vary teaching methods to encourage the active participation of all students? (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Empower students through their class participation? (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Adjust aspects of the course (e.g., pace, content, or assignments) based on student learning needs? (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**End of Block: Current CC Teaching Professional Development**

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**Start of Block: Demographics**

Q116 Which of the following **best** describes your gender identity? Check all that apply.

- Male (1)
  - Female (2)
  - Other (please tell us): (3) \_\_\_\_\_
  - I prefer not to respond. (4)
- 

Q137 Are you Hispanic or Latino?

- Yes (1)
  - No (2)
  - I prefer not to respond. (3)
- 

Q118 Check all of the following that describe your race:

- American Indian or Alaska Native (1)
  - Asian (2)
  - Black or African American (3)
  - Native Hawaiian or Pacific Islander (4)
  - White (5)
  - I prefer not to respond. (6)
  - Other (please tell us): (7) \_\_\_\_\_
- 

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Q142 Do you identify as a person with a disability?

- Yes (1)
- No (2)
- I prefer not to respond. (3)

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Q117 What is your age group?

- 24 or under (1)
- 25 to 29 (2)
- 30 to 39 (3)
- 40 to 49 (4)
- 50 to 64 (5)
- 65 or older (6)
- I prefer not to respond. (7)

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Q119 What is your citizenship status?

- U.S. Citizen (1)
- U.S. Permanent Resident (2)
- Non-Resident Alien (e.g., J-1, H-1B, O-1 status) (3)
- I prefer not to respond. (4)

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Q120 Is English your first language?

- Yes (1)
- No (2)
- I prefer not to respond (3)

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Q121 Were you ever a community college student?

- Yes (1)
  - No (2)
  - I prefer not to respond. (3)
- 

Q122 If you were a community college student, please check all that apply.

- I earned an associate degree from the community college. (1)
  - I earned a certificate or diploma from a community college. (2)
  - I attended a community college and then transferred to a 4-year institution. (3)
  - I only took a few courses at a community college. (4)
  - Other (please tell us): (5) \_\_\_\_\_
- 

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Q123 Please share any additional thoughts you may have about how you became a community college instructor or faculty member working at [\\${Q2/ChoiceGroup/SelectedChoices}](#) or how your former educational and employment experiences prepared you for community college employment. Your response will be a valuable contribution to this study and is greatly appreciated.

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**End of Block: Demographics**

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