

2014 Altac Community Survey

Q1 This survey is being conducted by the 2013-14 Altac Working Group, co-convened by Anne Mitchell Whisnant and Donna Bickford, and sponsored by the UNC Institute for Arts and Humanities. “Altac” refers to “alternate academic,” and in our context consists of staff professionals on campus who also hold Ph.D.s or other doctoral degrees, but are hired primarily to do work that may be only tangentially related (or not related at all) to the field in which they earned their Ph.D. To learn more about our Altac Working Group, you can read this article that we published in November in the Chronicle of Higher Education. You were selected to receive this survey based upon a search of the UNC-Chapel Hill Human Resources Data Warehouse to identify EPA Non-Faculty employees who also hold a Ph.D. or other doctoral degree but do not appear to have been hired primarily to conduct research in their fields. This survey consists of both check-box and discursive questions. We estimate that it will take less than thirty minutes to complete. If you only have limited time, we would still appreciate your responses to the easier questions--a process that should take no more than ten minutes. The results of this survey will help inform a policy proposal that the Working Group hopes to present to senior administration in 2014. Your responses will be kept confidential and any information from the survey used to develop the proposal will be aggregated and/or redacted so that no information (names, departmental affiliations, or unique details that that would reveal individuals’;

identity) will be released. If you have questions, please contact either Donna Bickford in the Office for Undergraduate Research (dbickford@unc.edu) or Anne Whisnant in the Office of Faculty Governance (anne_whisnant@unc.edu). The deadline to complete the survey is midnight, Friday, February 21, 2014.

Q2 What is the highest academic degree you have earned?

- ☐ Ph.D. (1)
- ☐ Ed.D. (2)
- ☐ J.D. (3)
- ☐ Other -- please specify: (4) _____

Q3 What is the field of your highest academic degree?

Q4 Did you earn the degree selected above at UNC-Chapel Hill?

- ☐ Yes (1)
- ☐ No (2)

Q5 Do you currently hold an adjunct faculty appointment in any department or school at UNC-Chapel Hill?

- ☐ Yes (1)
- ☐ No (2)

Answer If Do you have an adjunct faculty appointment in any department or school? Yes Is Selected

Q6 Please list the department(s) or school(s) where you hold adjunct faculty appointment(s).

Q7 Have you ever sought an adjunct faculty appointment in a UNC-Chapel Hill department, but been unable to secure it?

☐ Yes (1)

☐ No (2)

Q8 Was the Ph.D. or other doctoral degree a requirement for your current UNC job?

- ☐ Yes, it was required. (1)
- ☐ Yes, it was preferred. (2)
- ☐ No, it was not required. (3)

Q9 Whether or not it was required for your position, do you think your Ph.D. or other advanced degree brings direct or indirect benefits to your ability to conduct your current, main job? (Here we are asking about the specific skills and/or knowledge you brought from your Ph.D. training to the tasks and activities you are asked to conduct in your job.)

- ☐ Yes, definitely (1)
- ☐ Yes, but the benefits are modest or very indirect (2)
- ☐ Maybe (3)
- ☐ No (4)

Answer If Whether or not it was required for your position, do you think your Ph.D. or other advanced degree brings direct or indirect benefits to your ability to conduct your current, main job? (Here we are... No Is Not Selected

Q10 We would welcome any information you would like to share about how you think your Ph.D. or other advanced degree benefits your ability to perform your current job.

Q11 Whether or not it was required for your position, do you think your Ph.D. or other advanced degree brings indirect or direct benefits to your department beyond your specific ability to carry out job-related tasks (e.g. through knowledge of or ability to engage with the department's field of inquiry,

ability to comprehend relevant publications and research related to the departmental mission, awareness of issues in the department's field, or ability to relate to departmental constituencies.)?

- ☐ Yes, definitely (1)
- ☐ Yes, but the benefits are modest or very indirect (2)
- ☐ Maybe (3)
- ☐ No (4)

Q12 Are you currently engaged in professional, service, pedagogical and/or scholarly activities related to your Ph.D. / doctoral discipline (whether or not they are directly related to your administrative position)?

☐ Yes (1)

☐ No (2)

Answer If Are you engaged in professional and/or scholarly activities related to your Ph.D. discipline that are not directly related to your administrative position? Yes Is Selected

Q13 Name the two or three most important professional, service, pedagogical and/or scholarly activities related to your Ph.D./doctoral discipline that you have recently, or are currently, engaged in. (For instance, list publications, teaching, committee service, consulting work, etc.)

Answer If Are you engaged in professional and/or scholarly activities related to your Ph.D. discipline that are not directly related to your administrative position? Yes Is Selected

Q14 Are these activities recognized or supported by your supervisor or main home department?

☐ Yes, consistently (1)

☐ Yes, sometimes (2)

☐ Rarely or unpredictably (3)

☐ No (4)

Answer If Are you currently engaged in professional, service, pedagogical and/or scholarly activities related to your Ph.D. discipline (whether or not they are directly related to your administrative position)? Yes Is Selected

Q15 It would help us to know a few details about how these activities are treated by your supervisor or primary department. If you would like to elaborate on this, please do so here.

Q16 Are there professional, service, pedagogical and/or scholarly activities in which you would like to be engaged, but currently are not?

☐ Yes (1)

☐ No (2)

Answer If Are there professional, service, pedagogical and/or scholarly activities in which you would like to be engaged, but currently are not? Yes Is Selected

Q17 If you answered yes, please briefly describe what you would like to be doing.

Q18 Have you encountered any professional or institutional barriers that have prevented or discouraged you from participating in professional, service, pedagogical, and/or scholarly activities?

☐ Yes (1)

☐ No (2)

Answer If Have you encountered any professional or institutional barriers that have prevented or discouraged you from participating in professional, service, pedagogical, and/or scholarly activities? Yes Is Selected

Q19 Please select the options below that most closely characterize the general types of barriers you have encountered.

- ☐ Lack of funding from my home unit (1)
 - ☐ Lack of access to university resources that fund these activities for faculty (e.g. grant programs or departmental funds) (2)
 - ☐ Lack of ability due to job configuration to take advantage of available resources (for instance, not being able to take extended leaves) (3)
 - ☐ Lack of time (4)
 - ☐ Unsupportive supervisor in primary department (5)
 - ☐ Lack of job-related reward or incentive (6)
 - ☐ Lack of access to needed resources (e.g. labs, graduate assistants, or other resources) (7)
 - ☐ Inability to secure support (either financial or structural) from relevant academic department (8)
 - ☐ Lack of opportunity within professional/disciplinary circles (9)
 - ☐ Lack of respect from disciplinary colleagues (10)
 - ☐ Lack of awareness of what resources and types of support might be available to me (11)
 - ☐ Other (Please briefly mention) (12)
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Answer If Have you encountered any professional or institutional barriers that have prevented or discouraged you from participating in professional, service, pedagogical, and/or scholarly activities? Yes Is Selected

Q20 Please use this space if you would like to elaborate on professional or institutional barriers that have prevented or discouraged you from participating in professional, service, pedagogical, and/or scholarly activities.

Q21 The national academic press has covered the discussion of "alternate academic" or "altac" careers for PhD-prepared professionals extensively. Are you familiar with this discussion?

- ☐ Yes, I read about it regularly and am very familiar. (1)
- ☐ Yes, I have read some articles, but am not following the discussion closely. (2)
- ☐ I have heard of "altac" but haven't read much of anything. (3)
- ☐ I'm not familiar with the term "altac" and am not reading these articles. (4)

Q22 Based on what you know about the "altac" conversation, would you identify yourself as "altac"?

- ☐ Yes (1)
- ☐ Maybe (2)
- ☐ No (3)
- ☐ I don't know enough about it to say. (4)

Answer If Based on what you know about the "altac" conversation, would you identify yourself as "altac"? I don't know enough about it to say. Is Not Selected

Q23 If you would like to say anything else regarding your sense of whether or not you are "altac," you are welcome to do so here.

Q24 How would you characterize your relative level of satisfaction with your current employment situation at UNC? (Please consider here all factors, from salary to recognition and support to the ability to incorporate anything you would consider "scholarly" into your work portfolio.)

- ☐ Very Satisfied (1)
- ☐ Satisfied (2)
- ☐ Somewhat Satisfied (3)
- ☐ Neutral (4)
- ☐ Somewhat Dissatisfied (5)
- ☐ Dissatisfied (6)
- ☐ Very Dissatisfied (7)

Q25 If desired, please elaborate on your current level of satisfaction with your employment situation at UNC.

Q26 Considering both your work in your main job and your relative desire to be able to engage in activities related to the discipline of your highest earned degree, what changes to campus or departmental policies or cultures, or what sorts of resources do you think could most help you?

Q27 Do you feel that you have a clear idea of where your professional career might go from here?

- ☐ Yes (1)
- ☐ No (2)

Q28 If you have any comments about the matter of career path or the advancement opportunities available to you, please offer them here.

Q29 Which of the following campus governance or advocacy entities, if any, do you feel represents your professional interests? (Check all that apply.)

- ☐ Employee Forum (1)
- ☐ Faculty Council (2)
- ☐ Black Faculty-Staff Caucus (3)
- ☐ Association for Women Faculty and Professionals (4)
- ☐ Other (please name) (5) _____

Q30 Would you be interested in any of the following? (Check all that apply.)

- ☐ Being added to a listserv for all self-identified altacs on campus? (Please provide email address if so.) (1)

- ☐ Being added to a Twitter group for UNC altacs? (Please provide Twitter handle.) (2) _____
- ☐ Attending one or more informational or social meetings for all self-identified altacs? (3)
- ☐ Receiving information on campus resources available to altacs? (4)
- ☐ Joining a campus advocacy group to work on altac issues? (5)

Q31 If there are any additional comments you would like to offer to help the Altac Working Group develop our policy proposal or advocate on behalf of the altac community at Carolina, please provide them here.

Q36 Please click "submit" below to complete your survey!