

WORKING CLIMATE STUDY FOR SCIENCE FACULTY

Questionnaire for Policy Review 2012 (UBC Science Departments/Research Units)

Department/Unit:

1. Does your department/unit have formal policies, procedures and/or guidelines for faculty in the following areas?

	<i>Policy</i>		
	<i>No</i>	<i>Yes</i>	<i>Attached</i>
<i>Formal policies, procedures or guidelines</i>			
Hiring: strategy and guidelines for procedures of recruiting and hiring of faculty			
Merit: formal policy governing the assessment for merit/PSA awards			
Mentoring: formal policy/program regarding mentoring among faculty			
Workload: formal policies/procedures governing workload and communicating work expectations (such as service and teaching load, 'academic deliverables')			
Teaching Release: formal policy governing teaching releases			
Resources: committee and/or formal policies governing the allocation of resources such as access to/assignment of technician support, teaching assistants, or other unit resources for faculty			
Space: committee and/or formal policy governing the allocation of space for faculty, graduate students and post-doctoral fellows/ research associates			

2. **Tenure and Promotion:** How are criteria and expectations for tenure and promotion communicated to faculty in your department?

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3. **Leadership:** What leadership opportunities do you have for faculty members in your department and how are those decided?

4. **Awards:** Do you have a committee or person responsible for award nominations of faculty members?

No	
Yes	

5. **Leaves:** For what type of leaves does your department/unit have a formal policy (including criteria for approval, teaching and research support for faculty during leaves, etc.) beyond UBC policy?

<i>Type of Leave</i>	<i>Policy</i>		
	<i>No</i>	<i>Yes</i>	<i>Attached</i>
Maternity/parental and adoptive leave			
Study leave (sabbatical)			
Leave for improving qualifications (for full-time teaching faculty)			
Leave without pay or benefits			
Administrative leaves			
other leave – please specify:			
other leave – please specify:			

6. **Do you communicate your departmental policies and guidelines through your (internal) website?**

Please check No or Yes and indicate website link if applicable. A screen grab or copy of the index page would be greatly appreciated.

No	
Yes	

URL: _____