

A. Career and Professional Situation

A1 For each of your degrees, please indicate the year of completion and the country in which you obtained it.

Degree	Year	Earned in country of current employment	If no, please specify country
First degree - Bachelors (or equivalent)	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>
Second degree (if applicable) Masters (or equivalent)	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>
Doctoral degree (if applicable)	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>

A2 Please, identify the academic discipline or field of your...

Check only one in each column

Highest Degree	Current Acad. Unit	Current Teaching	
1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>	Teacher training and education science
2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	Humanities and arts
3 <input type="checkbox"/>	3 <input type="checkbox"/>	3 <input type="checkbox"/>	Social and behavioural sciences
4 <input type="checkbox"/>	4 <input type="checkbox"/>	4 <input type="checkbox"/>	Business and administration, economics
5 <input type="checkbox"/>	5 <input type="checkbox"/>	5 <input type="checkbox"/>	Law
6 <input type="checkbox"/>	6 <input type="checkbox"/>	6 <input type="checkbox"/>	Life sciences
7 <input type="checkbox"/>	7 <input type="checkbox"/>	7 <input type="checkbox"/>	Physical sciences, mathematics, computer sciences
8 <input type="checkbox"/>	8 <input type="checkbox"/>	8 <input type="checkbox"/>	Engineering, manufacturing and construction
9 <input type="checkbox"/>	9 <input type="checkbox"/>	9 <input type="checkbox"/>	Agriculture
10 <input type="checkbox"/>	10 <input type="checkbox"/>	10 <input type="checkbox"/>	Medical sciences, health related sciences, social services
11 <input type="checkbox"/>	11 <input type="checkbox"/>	11 <input type="checkbox"/>	Personal services, transport services, security services
12 <input type="checkbox"/>	12 <input type="checkbox"/>	12 <input type="checkbox"/>	Other: (please specify) (please specify)

A3 How would you characterize the training you received in your doctoral degree? (If you do not hold a doctoral degree: Please go to question A4)

Check all that apply

- 1 You were required to take a prescribed set of courses
- 2 You were required to write a thesis or dissertation
- 3 You received intensive faculty guidance for your research
- 4 You chose your own research topic
- 5 You received a scholarship or fellowship
- 6 You received an employment contract during your studies (for teaching or research)
- 7 You received training in instructional skills or learned about teaching methods
- 8 You were involved in research projects with faculty or senior researchers
- 9 You served on an institutional or departmental (unit) committee

A4 Since your first degree, how long have you been employed in the following? [If "0," so indicate]

Full time Part time

- Higher education institutions
- Research institutes
- (Other) Government or public sector institutions
- (Other) Industry or private sector institutions
- Self-employed
- If you reported some non-academic employment, what was the year of your latest re-entry to academic work?

A5 By how many institutions have you been employed since your

First degree Highest degree

- Higher education institutions or research institutes
- Other institutions (including self-employment)

A6 Please indicate the following

- Year of your first full-time appointment (beyond research and teaching assistant) in the higher education/research sector
- Year of your first appointment to your current institution (beyond research and teaching assistant)
- Year of your appointment/promotion to your current rank at your current institution
- For how many years have you interrupted your service at your current institution for family reasons , personal leave or full-time study? [If "0," so indicate]

A7 What is your employment situation in the current academic year at your higher education institution/research institute? [Check one only]

- 1 Full-time employed
- 2 Part-time employed, % of full-time
- 3 Part-time with payment according to work tasks
- 4 Other (please specify)

A8 Do you work for an additional employer or do additional remunerated work in the current academic year?

- 1 No
- 2 In addition to your current employer, you also work at another research institute or higher education institution
- 3 In addition to your current employer, you also work at a business organization outside of academe
- 4 In addition to your current employer, you also work at a non-profit organization or government entity outside of academe
- 5 In addition to your current employer, you are also self-employed.
- 6 Other:
(please specify)

A9 How would you describe your current institution?

Check one only

- 1 Group of Eight (Go8)
- 2 Australian Technical Network of Universities (ATN)
- 3 Innovative Research Universities Australia (IRUA)
- Other:

A10 What is your academic rank (If you work in a research institutions with ranks differing from those at higher education institutions, please choose the rank most closely corresponding to yours)?

- 1 Level A (Associate Lecturer)
- 2 Level B (Lecturer)
- 3 Level C (Senior Lecturer)
- 4 Level D (Associate Professor)
- 5 Level E (Professor)
- 8 Other:
(please specify)

A11 What is the duration of your current employment contract at your higher education institution or research institute? [Check only one]

Check only one

- 1 Permanently employed (tenured)
- 2 Continuously employed (no preset term, but no guarantee of permanence)
- 3 Fixed-term employment *with* permanent/continuous employment prospects (tenure-track)
- 4 Fixed-term employment *without* permanent/continuous employment prospects
- 5 Other:
(please specify)

A12 What is your overall annual gross income (including supplements) from the following sources?

- Your current university
- All other concurrent employers
- Other income (e.g. self-employment)

A13 During the current academic year, have you done any of the following?

Check all that apply

- 1 Served as a member of national/international scientific committees/boards/bodies
- 2 Served a peer reviewer (e.g. for journals, research sponsors, institutional evaluations)
- 3 Served as an editor of journals/book series
- 4 Served as an elected officer or leader in professional/academic associations/organizations
- 5 Served as an elected officer or leader of unions
- 6 Been substantially involved in local, national or international politics
- 7 Been a member of a community organizations or participated in community-based projects
- 8 Worked with local, national or international social service agencies
- 9 Dean or head of department/school/faculty
- 10 Attended an overseas conference
- 11 Other:
(please specify)

A14 Within the last five years, have you considered a major change in your job? And did you take concrete actions to make such a change? [If yes, check all that apply in both columns A and B. If no, so indicate in column A and skip to B1]

- | Considered | Concrete action taken | |
|----------------------------|----------------------------|---|
| 1 <input type="checkbox"/> | 1 <input type="checkbox"/> | To a management position in your higher education/research institution |
| 2 <input type="checkbox"/> | 2 <input type="checkbox"/> | To an academic position in another higher education/research institute within the country |
| 3 <input type="checkbox"/> | 3 <input type="checkbox"/> | To an academic position in another country |
| 4 <input type="checkbox"/> | 4 <input type="checkbox"/> | To work outside higher education/research institutes |
| 5 <input type="checkbox"/> | | No, I have not considered making any major changes in my job |

B. General Work Situation and Activities

B1 Considering all your professional work, how many hours do you spend in a typical week on each of the following activities? [If you are not teaching during the current academic year, please reply to the second column only.]

Hours per week
when classes are
in session

Hours per week
when classes are
not in session

Teaching (preparation of instructional materials and lesson plans, classroom instruction, advising students, reading and evaluating student work)

Research (reading literature, writing, conducting experiments, fieldwork)

Service (services to clients and/or patients, unpaid consulting, public or voluntary services)

Administration (committees, department meetings, paperwork)

Other academic activities (professional activities not clearly attributable to any of the categories above)

B2 Regarding your own preferences, do your interests lie *primarily* in teaching or in research?

Check only one (MARTIN – THIS DOES NOT APPEAR ONLINE)

- 1 Primarily in teaching
- 2 In both, but leaning towards teaching
- 3 In both, but leaning towards research
- 4 Primarily in research

B3 At your institution, how would you evaluate each of the following facilities, resources, or personnel you need to support your work?

Excellent

1

2

3

4

5

Poor

Classrooms

Technology for teaching

Laboratories

Research equipment and instruments

Computer facilities

Library facilities and services

Your office space

Secretarial support

Telecommunications (Internet, networks, and telephones)

Teaching support staff

Research support staff

Research funding

B4 Please indicate the degree to which each of the following affiliations is important to you.

Very important					Not at all important		
1	2	3	4	5			
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	My academic discipline/field		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	My department (at this institution)		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	My institution		

B5 Please indicate your views on the following

Strongly Agree					Strongly Disagree		
1	2	3	4	5			
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Scholarship is best defined as the preparation and presentation of findings on original research		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Scholarship includes the application of academic knowledge in real-life settings		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Scholarship includes the preparation of reports that synthesize the major trends and findings of my field		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	This is a poor time for any young person to begin an academic career in my field		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	If I had it to do over again, I would not become an academic		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	My job is a source of considerable personal strain		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Teaching and research are hardly compatible with each other		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Faculty in my discipline have a professional obligation to apply their knowledge to problems in society		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	I support university efforts to commercialise research findings		

B6 How would you rate your overall satisfaction with your current job?

Very high					Very low	
1	2	3	4	5		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		

B7 Since you started your career, have the overall working conditions in higher education and research institutes improved or declined?

Very much improved					Very much deteriorated		
1	2	3	4	5			
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Working conditions in higher education		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Working conditions in research institutes		

C. Teaching (Refer to the current academic year or the previous academic year (if you do not teach in this academic year). If you do not/did not teach in this or the previous academic year go to section D)

C1 Please indicate the proportion of your teaching responsibilities during the current academic year that are devoted to instruction at each level below and the approximate number of students you instruct at each of these levels

Percent of instruction time	Approximate average number of students per course	
<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	Undergraduate programs
<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	Master programs
<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	Doctoral programs
<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	Non-credit programs
<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	Others

C2 During the current (or previous) academic year, have you been involved in any of the following teaching activities?

Check all that apply

- 1 Classroom instruction/lecturing
- 2 Individualized instruction
- 3 Learning in projects/project groups
- 4 Practice instruction/ laboratory work
- 5 ICT-based learning/computer-assisted learning
- 6 Distance education
- 7 Development of course material
- 8 Curriculum/program development
- 9 Face-to-face interaction with students outside of class
- 10 Electronic communications (e-mail) with students
- 11 Teaching offshore

C3 Does your institution set quantitative load targets or regulatory expectations for individual faculty for the following:

Check all that apply

- 1 Number of hours in the classroom
- 2 Number of students in your classes
- 3 Number of graduate students for supervision
- 4 Percentage of students passing exams
- 5 Time for student consultation

C4 Please indicate your views on the following:

Strongly agree					Strongly disagree	
1	2	3	4	5		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		You spend more time than you would like teaching basic skills due to student deficiencies
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		You are encouraged to improve your instructional skills in response to teaching evaluations
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		At your institution there are adequate training courses for enhancing teaching quality
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		Practically oriented knowledge and skills are emphasized in your teaching
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		In your courses you emphasize international perspectives or content
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		You incorporate discussions of values and ethics into your course content
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		You inform students of the implications of cheating or plagiarism in your courses
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		Grades in your courses strictly reflect levels of student achievement
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		Since you started teaching, the number of international students has increased
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		Currently, most of your graduate students are international
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		Your research activities reinforce your teaching
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		Your service activities reinforce your teaching

C5 During the current (or previous) academic year, are you teaching any courses.

Check all that apply

- 1 Abroad
- 2 in a language different from the language of instruction at your current institution

D. Research (Refer to the current academic year or the previous academic year (if you are not active in research in this academic year). If you are not/were not active in research in this or the previous academic year go to section E.)

D1 How would you characterize your research efforts undertaken during this (or the previous) academic year?

- | Yes | No | |
|----------------------------|----------------------------|--|
| 1 <input type="checkbox"/> | 1 <input type="checkbox"/> | Are you working independently on any of your research projects? |
| 2 <input type="checkbox"/> | 2 <input type="checkbox"/> | Do you have collaborators in any of your research projects? |
| 3 <input type="checkbox"/> | 3 <input type="checkbox"/> | Do you collaborate with persons at other institutions in your country? |
| 4 <input type="checkbox"/> | 4 <input type="checkbox"/> | Do you collaborate with international colleagues? |

D2 How would you characterize the emphasis of your primary research this (or the previous) academic year?

Very much

Not at all

1	2	3	4	5	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Basic/theoretical
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Applied/practically-oriented
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Commercially-oriented/intended for technology transfer
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Socially-oriented/intended for the betterment of society
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	International in scope or orientation
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Based in one discipline
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Multi-/interdisciplinary

D3 Have you been involved in any of the following research activities during this 9 or the previous) academic year?

Check all that apply

- 1 Preparing experiments, inquiries etc.
- 2 Conducting experiments, inquiries etc.
- 3 Supervising a research team or graduate research assistants
- 4 Writing academic papers that contain research results or findings
- 5 Involved in the process of technology transfer
- 6 Answering calls for proposals or writing research grants
- 7 Managing research contracts and budgets
- 8 Purchasing or selecting equipment and research supplies
- 8 Consultancies with external organisations

D4 How many of the following scholarly contributions have you completed in the past three years?

(Number completed in the past three years)

- Scholarly books you authored or co-authored
- Scholarly books you edited or co-edited
- Articles published in an academic book or journal
- Research report/monograph written for a funded project
- Paper presented at a scholarly conference
- Professional article written for a newspaper or magazine
- Patent secured on a process or invention
- Computer program written for public use
- Artistic work performed or exhibited
- Video or film produced
- Others (please specify):.....
(please specify)

D5 Which percentage of your publications in the last three years were

- published in a language different from the language of instruction at your current institution
- co-authored with colleagues located in the country of your current employment
- co-authored with colleagues located in other (foreign)countries
- published in a foreign country
- On-line or electronically published
- Peer-reviewed

D6 Please indicate your views on the following

Strongly agree							Strongly disagree		
1	2	3	4	5					
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					Restrictions on the publication of results from my publicly-funded research have increased since my first appointment
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					Restrictions on the publication of results from my privately-funded research have increased since my first appointment
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					External sponsors or clients have no influence over my research activities
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					The pressure to raise external research funds has increased since my first appointment
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					Interdisciplinary research is emphasized at my institution
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					Your institution emphasizes commercially-oriented or applied research
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					Your research is conducted in full-compliance with ethical guidelines
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					Research funding should be concentrated(targeted) on the most productive researchers
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					High expectations to increase research productivity are a threat to the quality of research
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					High expectations of useful results and application are a threat to the quality of research
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					Research results should be freely available to other researchers and the community

D7 In the current (or previous) academic year, which percentage of the funding for your research came from

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Your own institution
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Public research funding agencies (eg. ARC, NHMRC)
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Government entities
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Business firms or industry
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Private not-for-profit foundations/agencies
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	International entities (governments, not-for-profit foundations, or non-governmental agencies)
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Others:
(please specify)			

D8 In the current (or previous) academic year, which percentage of the *external* funding for your research came from

National organizations/entities

International organizations/entities

E. Management

E1 At your institution, which actor has the primary influence on each of the following decisions (please check only one column on each decision)?

Government or external stakeholders	Institutional managers	Academic Unit managers	Faculty committees/ boards	Individual faculty	Students	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Selecting key administrators
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Choosing new faculty
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Making faculty promotion and tenure decisions
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Determining budget priorities
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Determining the overall teaching load of faculty
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Setting admission standards for undergraduate students
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Approving new academic programs
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Evaluating teaching
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Setting internal research priorities
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Evaluating research
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Establishing international linkages

E2 How influential are you, personally, in helping to shape key academic policies?

Very influential	Somewhat influential	A little influential	Not at all influential	Not applicable	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	At the level of the department or similar unit
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	At the level of the faculty, school or similar unit
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	At the institutional level

E3 By whom is your teaching, research, and service regularly evaluated?

Check all that apply

Your teaching	Your research	Your service	
1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>	Your peers in your department or unit
2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	The head of your department or unit
3 <input type="checkbox"/>	3 <input type="checkbox"/>	3 <input type="checkbox"/>	Members of other departments or units at this institution
4 <input type="checkbox"/>	4 <input type="checkbox"/>	4 <input type="checkbox"/>	Senior administrative staff at this institution
5 <input type="checkbox"/>	5 <input type="checkbox"/>	5 <input type="checkbox"/>	Your students
6 <input type="checkbox"/>	6 <input type="checkbox"/>	6 <input type="checkbox"/>	External reviewers
7 <input type="checkbox"/>	7 <input type="checkbox"/>	7 <input type="checkbox"/>	Yourself (formal self-assessment)
8 <input type="checkbox"/>	8 <input type="checkbox"/>	8 <input type="checkbox"/>	No one at or outside my institution

E4 At my institution there is...

Strongly agree	1	2	3	4	5	Strongly disagree	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	... A strong emphasis on the institution's mission
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	... Good communication between management and academics
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	... A top-down management style
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	... Collegiality in decision-making processes
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	... A strong performance orientation
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	... A cumbersome administrative process
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	... A supportive attitude of administrative staff towards teaching activities
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	... A supportive attitude of administrative staff towards research activities
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	... professional development for administrative/management duties for individual faculty
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	... a supportive governing body contributing to the strategic development of the institution
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	... collegial support for my research

E5 Please indicate your views on the following issues.

Strongly agree	1	2	3	4	5	Strongly disagree	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Top-level administrators are providing competent leadership
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	I am kept informed about what is going on at this institution
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Lack of faculty involvement is a real problem
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Students should have a stronger voice in determining policy that affects them
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The administration supports academic freedom
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	My university should play an active role in the local community

E6 To what extent does your institution emphasize the following practices?

Very much					Not at all
1	2	3	4	5	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Performance based allocation of resources to academic units
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Evaluation based allocation of resources to academic units
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Funding of departments substantially based on numbers of students
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Funding of departments substantially based on numbers of graduates
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Considering the research quality when making personnel decisions
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Considering the teaching quality when making personnel decisions
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Considering the practical relevance/applicability of the work of colleagues when making personnel decisions
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Recruiting faculty who have work experience outside of academia
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Encouraging academics to adopt service activities/entrepreneurial activities outside the institution
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Encouraging individuals, businesses, foundations etc. to contribute more to higher education

F. Personal Background

F1 What is your gender?

- 1 Male
2 Female

F2 Year of birth

Year

F3 What is your familial status

- 1 Married/partner
2 Single
3 Other:
(please specify)

F4 If married/partner, is she/he employed?

- 1 Yes, full-time
2 Yes, part-time
3 No

F5 Is your spouse/partner also an academic?

- 1 Yes
2 No

F6 Do you have children living with you?

- 1 Yes, 1 child
2 Yes, 2 children
3 Yes, 3 or more children
4 No

F7 Did you ever interrupt your employment in order to provide child or elder care in the home?

- 1 Yes
2 No

If yes, for how many years?

F8 What is your parents' highest, and if applicable, partner's highest education level?

Father	Mother	Partner	
1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>	Entered and/or completed tertiary education
2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	Entered and/or completed secondary education
3 <input type="checkbox"/>	3 <input type="checkbox"/>	3 <input type="checkbox"/>	Entered and/or completed primary education
4 <input type="checkbox"/>	4 <input type="checkbox"/>	4 <input type="checkbox"/>	No formal education
5 <input type="checkbox"/>	5 <input type="checkbox"/>	5 <input type="checkbox"/>	Not applicable

F9 What was/is your nationality/citizenship and your country of residence

	Citizenship	Country of Residence
At birth
At the time of your first degree
Currently
	(please specify)	(please specify)

F10 What is first language/mother tongue

.....
(please specify)

F11 Which language do you primarily employ in teaching

1 First language/mother tongue

2 Other:
(please specify)

F12 Which language do you primarily employ in research?

1 First language/mother tongue

2 Other:
(please specify)

F13 How many years since the award of your first degree have you spent...

...in the country of your first degree

...in the country in which you are currently employed, if different from the country of your first degree

...in other countries (outside the country of your first degree and current employment)