

ICPSR 21100

**Higher Education Resource  
Services (HERS) Alumnae Survey,  
1976-2003 [United States]**

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Data Collection Instrument

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# Higher Education Resources Services (HERS) Alumnae Survey

The purpose of the survey is to learn how your professional development and/or career advancement was affected by participation in the HERS programs.

## **Completing the Self Administered Questionnaire**

Please return your completed questionnaire using the self-addressed, postage-paid Business Reply Envelope that accompanied the questionnaire and introduction letter. If you do not have the postage paid envelope, please mail the completed survey to the address below:

Institute for Survey Research, Temple University  
University Services Building 502  
1601 North Broad Street  
Philadelphia, PA 19122  
Attention: HERS Survey Coordinator

If you prefer to complete an electronic version of the questionnaire, you can complete the on-line survey located on ISR's Website at

<http://isr.temple.edu/Surveys/HERS/Main>

*(You will need your User ID and password to access the on-line survey)*

## **About your privacy**

Whether you choose the print, web-based, or electronic mail option, all the information you provide is completely confidential. Survey information will not be shared with anyone beyond the small group of Temple University researchers who are conducting the study. Members of the HERS staff, faculty, and other participants will not have access to your responses. All information you provide will be used only in the form of statistical summaries, in a way that does not identify information about any individual.

## **Implied Consent**

Participation in the study is voluntary. Your consent to participate is implied when you return a completed questionnaire to ISR. Questions about your rights as a research subject should be directed to Ruth Smith, Office of Vice Provost for Research, Temple University, Philadelphia, PA 19122, or at (215) 707-3249.

## **Further Information and Assistance**

If you have any questions or feedback regarding the content of the survey, please contact Nancy Diamond at [diamond7@temple.edu](mailto:diamond7@temple.edu) or Michelle Harmon at [mlharmon@temple.edu](mailto:mlharmon@temple.edu).

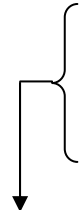
## Start of Questionnaire

*In most questions, such as Q1, please circle the number of your answer. In other questions, such as Q2, please write your answer in the underlined area next to the question. Choose only one response to each question unless otherwise instructed.*

### Section 1: Educational Background

*This section asks about your highest degree and field of study, the relationship of that degree to your current work, and your parents' education.*

**Q1** What is the highest degree that you have attained?

- 0 No Degree **(Skip to Q5 on page 3)**
  - 1 Associate
  - 2 Bachelor's
  - 3 Master's
  - 4 Doctorate
  - 5 First Professional
- 

**Q2** In what year did you obtain this degree? Year: \_\_\_\_\_

**Q3** What was your major field of study?

- 1 Agricultural Sciences
- 2 Arts
- 3 Biological Sciences
- 4 Business and Management
- 5 Computer and Information Sciences
- 6 Education (including Physical Education)
- 7 Engineering
- 8 Health Sciences (Medicine, Nursing, Veterinary Science, etc.)
- 9 Humanities (including History)
- 10 Mathematics and Physical Sciences
- 11 Social Sciences (including Psychology)
- 12 Other

**Q4** How important was this degree in enabling you to attain your present or most recent position?

- 1 Essential qualification
- 2 Helpful, but not essential
- 3 Not important
- 4 Do not know

**Q5A-Q5C** What was the highest level of education completed by your mother, father and/or your legal guardian? Please indicate your answer by placing a check in the appropriate response box for each parent or guardian.

Q5A Mother	Q5B Father	Q5C Legal Guardian	Education level
			Some high school or secondary school
			High school or secondary diploma
			Some college
			Technical or trade school
			Associate's Degree
			Bachelor's Degree
			Graduate or First Professional Degree
			Other
			Do not know

## Section 2: Career Experiences

**Part A:** Questions in this section refer to your employment at the time you attended HERS.

**Q6** When you attended the HERS Institute, at what type of higher education institution did you work?

- 1 Doctorate/Research University
- 2 Master's College or University
- 3 Baccalaureate College
- 4 Associate (two-year) College
- 5 Specialized Institution (e.g., theological seminary, schools of health professions, engineering and technology, business, art, teacher's colleges, etc.)
- 6 South African University or Technikon
- 7 Other

**Q7** Was this institution public or private?

- 1 Public
- 5 Private

**Q8** How would you describe this institution?

- 1 Historically Black College or University
- 2 Hispanic-Serving Institution
- 3 Single-Sex Institution
- 4 Appalachian College or University
- 5 Religion-Affiliated College or University
- 6 Other

**Q9** What was your primary area of responsibility?

- 1 Academic Administration
- 2 Administrative Services
- 3 Admissions and/or Enrollment Management
- 4 External Relations
- 5 Faculty
- 6 Institutional Research
- 7 Library
- 8 Information Technology
- 9 Student Services
- 10 Other

**Q10** Which job title best describes your position at the time you attended the HERS Institute?

- 1 President or Chancellor
- 2 Vice President or Provost
- 3 Dean
- 4 Director
- 5 Faculty
- 6 Faculty and Academic Department Chair
- 7 Executive Assistant
- 8 Assistant or Associate Vice President or Provost
- 9 Assistant or Associate Dean
- 10 Assistant or Associate Director
- 11 Coordinator or Project Manager
- 12 Other

**Part B:** Questions in this section refer to your current employment.

**Q11** Which category from the list below best characterizes your current employment sector or status?

- 1 Higher Education Institution **(Continue with Q12)**
- 2 Business or Industry
- 3 Federal, state, or local government
- 4 State higher education agency
- 5 Foundation or nonprofit organization
- 6 Accreditation agency
- 7 Independent consultant
- 8 Elementary or secondary school
- 9 Hospital or social service agency
- 10 Home maker
- 11 Retired
- 12 Retired, and teaching and/or consulting
- 13 Volunteer
- 14 Unemployed, seeking a position
- 15 Other

Skip to Q25  
on page 8

**Q12** At what type of higher education institution are you employed currently?

- 1 Doctorate/Research University
- 2 Master's College or University
- 3 Baccalaureate College
- 4 Associate's (two-year) College
- 5 Specialized Institution (e.g., theological seminary, schools of health professions, engineering and technology, business, art, teacher's colleges, etc.)
- 6 South African University or Technikon
- 7 Other

**Q13** Is your current institution public or private?

- 1 Public
- 5 Private

**Q14** How would you describe this institution?

- 1 Historically Black College or University
- 2 Hispanic-Serving Institution
- 3 Single-Sex Institution
- 4 Appalachian College or University
- 5 Religion-Affiliated College or University
- 6 Other

**Q15** In what region, state, or country is your current institution located?

- 1 NEW ENGLAND (*includes Maine, New Hampshire, Vermont, Massachusetts, Rhode Island, Connecticut*)
- 2 MID-ATLANTIC (*includes New York, New Jersey, Pennsylvania, Delaware, Maryland, Washington, D.C.*)
- 3 MIDWEST (*includes Ohio, Indiana, Kentucky, Michigan, Illinois, Iowa, Wisconsin, Minnesota, North Dakota, South Dakota, Nebraska, Kansas, Missouri*)
- 4 SOUTH (*includes Virginia, West Virginia, North Carolina, South Carolina, Georgia, Florida, Alabama, Mississippi, Louisiana, Arkansas, Tennessee*)
- 5 SOUTHWEST (*includes Arizona, New Mexico, Texas, Oklahoma*)
- 6 MOUNTAIN WEST (*includes Colorado, Nevada, Utah, Idaho, Montana, Wyoming*)
- 7 PACIFIC WEST (*California, Oregon, Washington*)
- 8 Alaska or Hawaii
- 9 U.S. Territories
- 10 Canada
- 11 South Africa
- 12 Other

**Q16** How would you characterize your current primary area of responsibility?

- 1 Faculty (**Continue with Q17**)
- 2 Academic Administration
- 3 Administrative Services
- 4 Admissions and/or Enrollment Management
- 5 External Relations
- 6 Institutional Research
- 7 Library
- 8 Information Technology
- 9 Student Services
- 10 Other

Skip to Q22  
on page 7

**Q17** What is your academic discipline?

- 1 Agricultural Sciences
- 2 Arts
- 3 Biological Sciences
- 4 Business and Management
- 5 Computer and Information Sciences
- 6 Education (including Physical Education)
- 7 Engineering
- 8 Health Sciences (Medicine, Nursing, Veterinary Science, etc.)
- 9 Humanities (including History)
- 10 Mathematics and Physical Sciences
- 11 Social Sciences (including Psychology)
- 12 Other

**Q18** What is your rank?

- 1 Instructor or Lecturer
- 2 Assistant Professor
- 3 Associate Professor
- 4 Full Professor
- 5 Emerita
- 6 Other

**Q19** What is your tenure status?

- 1 Contractual, non-tenured
- 2 Tenure track, non-tenured
- 3 Tenured
- 4 Emeritus
- 5 Other

**Q20** How many years have you engaged in full-time college or university teaching (excluding graduate school teaching)?

\_\_\_\_\_ Years

**Q21** In addition to your faculty appointment, do you also hold a concurrent administrative position (including Academic Department Chair)?

- 1 Yes **(Continue with Q22)**
- 5 No

→ Skip to Q24 on page 8

→ **Q22** Which job title best describes your current administrative position?

- 1 President or Chancellor
- 2 Vice President or Provost
- 3 Dean
- 4 Director
- 5 Academic Department Chair
- 6 Executive Assistant
- 7 Assistant or Associate President
- 8 Assistant or Associate Vice President or Provost
- 9 Assistant or Associate Dean
- 10 Assistant or Associate Director
- 11 Coordinator or Project Manager
- 12 Other

**Q23** How many years of administrative experience have you had in higher education?

\_\_\_\_\_ Years



**Q24** How many years of service have you had at your current university or college?

\_\_\_\_\_ Years

**Q25** What was your salary (before taxes and exclusive of fringe benefits) during the 2003 calendar year? Please note that salary information is being requested only as a means of comparison with national salary data.

- 1 Less than \$25,000
- 2 \$25,000 – \$49,999
- 3 \$50,000 - \$74,999
- 4 \$75,000 – \$99,999
- 5 \$100,000 - \$149,999
- 6 \$150,000 or more

**Q26** Is your salary based on 9-10 months or 11-12 months?

- 1 9-10 months
- 2 11-12 months
- 3 Other
- 8 Do not know

**Q27** How much budgetary discretion do you have in your current job?

- 1 No budgetary discretion
- 2 Some budgetary discretion
- 3 A good deal of budgetary discretion
- 4 Complete budgetary discretion

**Section 3: HERS Institute Experiences**

*The questions in this section ask for your recollections about the impact of your attendance at a HERS Institute on your personal and professional development. If you are no longer working in higher education, please answer these questions in reference to your most recent campus position.*

**Q28** Did you attend the HERS Summer Institute at Bryn Mawr College or the HERS Management Institute at Wellesley College?

- 1 HERS Summer Institute at Bryn Mawr College
- 5 HERS Management Institute at Wellesley College

**Q29** What year did you attend the HERS Institute?

Year: \_\_\_\_\_

**Q30** What were your two (2) most important motivations for choosing to attend the HERS program? Please mark number 1 next to the most important reason. Mark number 2 next to the second most important reason.

- \_\_\_\_\_ Professional development
- \_\_\_\_\_ Preparation for a new position
- \_\_\_\_\_ To obtain a credential
- \_\_\_\_\_ Opportunity for networking with HERS faculty, staff, and other women participants
- \_\_\_\_\_ Encouraged by supervisor or senior campus official to attend
- \_\_\_\_\_ Encouraged by colleague to attend
- \_\_\_\_\_ Encouraged by family member to attend
- \_\_\_\_\_ Other

**Q31-Q34** Reflecting on your experience, to what extent did your participation in the HERS Institute contribute to your growth in the various areas identified below? Please rate each item.

		Major Extent	Moderate Extent	Some Extent	No Extent
Q31	Intellectual growth (acquiring information and concepts)	1	2	3	4
Q32	Personal growth (developing self understanding)	1	2	3	4
Q33	Professional growth (developing career plans)	1	2	3	4
Q34	Social growth (adapting to variety of unexpected or new situations and people)	1	2	3	4

If you attended the HERS institute prior to 2002, please continue with Q35.

If you attended the HERS institute in 2002 or 2003, skip to Q36.

→ **Q35** Which of the following have you done during the past three years?

NOTE: YOU MAY CHOOSE MORE THAN ONE RESPONSE TO THIS QUESTION.

- A. Served on a campus committee
- B. Served as a mentor for other women on my campus
- C. Received a promotion
- D. Received a nomination and/or a professional honor or award
- E. Participated in regional, national, or international leadership development activities
- F. Collaborated with a colleague from another institution
- G. Recommended a colleague for attendance at a HERS program
- H. Kept in touch with other HERS participants
- I. Served as a presenter/faculty member at a HERS Institute
- J. Started or completed an advanced or additional degree
- K. Served on a government panel or in a community group

→ **Q36** Please indicate which of the following you expect to do during the next two years?

NOTE: YOU MAY CHOOSE MORE THAN ONE RESPONSE TO THIS QUESTION.

- A. Serve on a campus committee
- B. Serve as a mentor for other women on my campus
- C. Seek a promotion
- D. Seek a professional honor or award, or nominate other women for such an award
- E. Participate in national, regional, or international leadership development activities
- F. Collaborate with a colleague from another institution
- G. Recommend a colleague for attendance at a HERS program
- H. Keep in touch with other HERS participants
- I. Begin or continue study for an advanced or additional degree
- J. Serve on a government panel or in a community group



**Q40** How satisfied are you with the progress of your career since you attended the HERS Institute?

- 1 Very satisfied
- 2 Satisfied
- 3 Somewhat satisfied
- 4 Dissatisfied
- 5 More time needed to evaluate career progress

**Q41A-C** To what extent did your participation in HERS affect your ability to take a leadership role at your institution? In your profession? In the larger community?

		Major Extent	Moderate Extent	Some Extent	No Extent
<b>Q41A</b>	Institution	1	2	3	4
<b>Q41B</b>	Profession	1	2	3	4
<b>Q41C</b>	Community	1	2	3	4

**Q42A-E** For each item listed below, please indicate the value of each aspect of your HERS experience on a scale of 1 (“No Value”) through 5 (Extremely valuable”).

		1 No value	2	3 Some value	4	5 Extremely valuable
<b>Q42A</b>	Networking with HERS faculty, staff, and participants	1	2	3	4	5
<b>Q42B</b>	Developing personal motivation and enthusiasm	1	2	3	4	5
<b>Q42C</b>	Advancing my professional development	1	2	3	4	5
<b>Q42D</b>	Understanding global issues facing women in higher education	1	2	3	4	5
<b>Q42E</b>	Promoting gender equity and issues of central concern to women at my institution	1	2	3	4	5

**Q43- Q46** How useful was the HERS Summer Institute or Management Institute program in helping you to...

	Very useful	Somewhat Useful	Not at all useful
<b>Q43</b> Understand how your position fits into the larger institutional mission?	1	2	3
<b>Q44</b> Function effectively in a diverse workplace?	1	2	3
<b>Q45</b> Increase your influence on your campus?	1	2	3
<b>Q46</b> Identify and use the tools needed for effective administrative decision-making and analysis?	1	2	3

**Q47** How easy has it been for you to integrate what you learned from HERS into your current work environment? Would you say...

- 1 Very easy
- 2 Somewhat easy
- 3 Somewhat difficult
- 4 Very difficult
- 5 More time needed to evaluate

**Q48-Q56** How satisfied were you with each of the following aspects of the HERS program as a whole? Please rate each item on a scale of "Very Satisfied" to "Very Dissatisfied."

	Very Satisfied	Somewhat Satisfied	Somewhat Dissatisfied	Very Dissatisfied
<b>Q48</b> Personal support (information on surrounding area, transportation, cultural activities, etc.)	1	2	3	4
<b>Q49</b> Facilities (dorms, dining hall, lecture hall, etc)	1	2	3	4
<b>Q50</b> Quality of faculty presentations	1	2	3	4
<b>Q51</b> Academic processes (class formats, teaching styles of presenters, etc.)	1	2	3	4

HIGHER EDUCATION RESOURCES SERVICES (HERS) ALUMNAE SURVEY

(Q48 - Q56, Continued) How satisfied were you with each of the following aspects of the HERS program as a whole? Please rate each item on a scale of "Very Satisfied" to "Very Dissatisfied."

	Very Satisfied	Somewhat Satisfied	Somewhat Dissatisfied	Very Dissatisfied
<b>Q52</b> Quality of supporting materials (clear copies, timely readings, etc.)	1	2	3	4
<b>Q53</b> Scheduling (sufficient time allocated to prepare for classes, sufficient unscheduled time for relaxation, etc.)	1	2	3	4
<b>Q54</b> Academic content (relevance of class session topics, etc.)	1	2	3	4
<b>Q55</b> Diversity of HERS class composition	1	2	3	4
<b>Q56</b> Overall program	1	2	3	4

**Q57** Please indicate anything else you would like to share about your HERS experience here. If you need more space, please use additional paper.

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**Section 4: Confidential Personal Background Information**

*The following information will allow us to categorize and analyze the aggregated survey data. At no time will your personal background information be used to identify you directly, nor will your survey responses be linked to the personal information you provide.*

**Q58** What is your date of birth? \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_  
Month Day Year

**Q59** What is your racial background or ethnic heritage?

- 1 African-American or Black
- 2 African, Black
- 3 African, White
- 4 American Indian or Alaskan Native
- 5 Asian-American or Pacific Islander
- 6 Hispanic or Latina
- 7 Multiracial
- 8 White, non-Hispanic
- 9 Other

**Q60** What is your current family status?

- 1 Single
- 2 Married or Partnered
- 3 Separated from Spouse or Partner
- 4 Divorced
- 5 Spouse or Partner Deceased

**Q61** During the time you attended the HERS Institute, how did you manage family responsibilities (i.e., arrangements for young children, dependent parents or other relatives, pets, etc.)?

- 1 I did not have family responsibilities
- 2 I had help from my spouse or partner
- 3 I had help from other family members
- 4 I had help from a friend or non-family caretaker
- 5 Other

**Q62** Overall, to what degree has personal responsibility (including family responsibility) influenced your career decisions?

- 1 No influence
- 2 To a small degree
- 3 To a moderate degree
- 4 To a significant degree



**Contact Information for Follow-Up Telephone Interview**

*During the months following the survey, we will conduct telephone interviews with selected past participants to learn more about the impact of HERS Institute attendance on career and/or life patterns. Each telephone interview will take about 30 minutes. Respondents will be chosen through a modified random selection process designed to insure contributions from those at different types of institutions, those in different administrative and faculty roles, and those who attended HERS during different decades.*

**Q63** Would you like to be considered for a telephone interview?

1 Yes **(Continue with Q64)**

5 No - *Thank you for completing this questionnaire. Please return the questionnaire in the enclosed postage -paid envelope to the Institute for Survey Research at Temple University.*

**Contact Information**

*The contact information you provide below will be used only to contact you for the follow-up telephone interview.*

**Q64** Name (please print):

\_\_\_\_\_   
 First Name

\_\_\_\_\_   
 Last Name

**Q65** Telephone number where you can be reached in May and June 2004.

(\_\_\_\_\_) \_\_\_\_\_ - \_\_\_\_\_

**Q66** Alternate telephone number where you can be reached in May and June 2004.

(\_\_\_\_\_) \_\_\_\_\_ - \_\_\_\_\_

**Q67** E-mail address: \_\_\_\_\_

*(Your e-mail address may be used only in the event that we need to contact you in for the follow-up telephone interview.)*

\_\_\_\_ No e-mail address

\_\_\_\_ Do not wish to provide e-mail address

***Thank you for completing the survey!***

*Please return the questionnaire to the Institute for Survey Research using the enclosed postage-paid business reply envelope.*