

Research Survey on Academic Staff at Czech Colleges and Universities

Dear Sir, Dear Madam,

We would like to ask you to participate in an extensive research survey on academic staff in the Czech Republic, which has been contracted by the Ministry of Education, Youth and Sport of the Czech Republic and which concerns higher education reform.

It will take you approximately 30 minutes to complete the questionnaire. You can interrupt filling out the questionnaire at any time and return to it later by entering the access ID. All of the data already entered will remain saved.

For accessing the questionnaire, please use the website: www.scac.cz/akademici

YOUR ACCESS ID IS: xxxxx

In addition to the questionnaire, you will also find on the website the accompanying letter on the research by PhDR. MIROSLAVA KOPICOVÁ, THE MINISTER OF EDUCATION, YOUTH AND SPORT.

We kindly request that you fill out the questionnaire no later than MONDAY, JUNE 8, 2009. In case you have any questions or comments, you can of course contact me.

I hope that you will participate in this important research. I thank you for your time.

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Block A: To begin, we have some questions concerning you and the higher education institution or faculty in which you work.

A1. This survey is for academic staff at colleges and universities. Are you a member of the academic staff at the faculty, or the higher education institution, where we sent the survey participation request?

1. I am not a member of the academic staff.
2. Yes, I am a member of the academic staff, and I have not yet participated in this survey.
3. I am a member of the academic staff, and I already participated in this survey at a different higher education institution.
4. I am a member of the academic staff, but I do not want to participate in the survey.

A2. Do you consider yourself a “core” or rather an “adjunct” member of the academic staff at the faculty where we sent the survey participation request? If your higher education institution does not have faculties, indicate your relationship with your college or university.

1. I consider myself a core member of the academic staff of the faculty (college or university).
2. I consider myself an adjunct member of the academic staff of the faculty (college or university).

A3. What is the type of higher education institution to which we sent the survey participation request?

1. public
2. state (military or police)
3. private

A4. When you consider your income at this faculty, are you satisfied with it, or dissatisfied? If your school does not have faculties, answer with respect to your income at your college or university.

Please tick only one choice

1. very satisfied
2. rather satisfied
3. rather unsatisfied
4. very unsatisfied

A5. And when you take into consideration all of your income, you are:

Please tick only one choice

1. very satisfied
2. rather satisfied
3. rather unsatisfied
4. very unsatisfied

A6. From the publicity that your college or university receives, do you consider that it has a good or a bad public reputation?

Please tick only one choice

1. very good reputation
2. good reputation
3. bad reputation
4. very bad reputation

A7. From the publicity that your faculty receives, do you consider that it has a good or a bad public reputation?

Please tick only one choice

1. very good reputation
2. good reputation
3. bad reputation
4. very bad reputation
5. my college or university does not have faculties

A8. To what extent do the following statements truthfully describe the situation at your faculty? If your school does not have faculties, answer with respect to the situation at your college or university.

A8a) "It is very important to have excellent teaching results for working at my faculty."

1. definitely true
2. rather true
3. rather untrue
4. definitely untrue

A8b) “It is very important to have excellent research results for working at my faculty.”

1. definitely true
2. rather true
3. rather untrue
4. definitely untrue

A8c) “Without grants for research projects, my income at my institution would be unbearably low”

1. definitely true
2. rather true
3. rather untrue
4. definitely untrue

A9. Evaluate the following statements about the administration and management at your faculty and higher education institution:

A9a) “The college or university at which I work has a strategic vision and is led in a professional and managerial way”

1. definitely agree
2. agree
3. do not agree
4. definitely do not agree

A9b) “The faculty at which I work has a strategic vision and is led in a managerial way”

1. definitely agree
2. agree
3. do not agree
4. definitely do not agree
5. my college or university does not have faculty

A9c) “The academic senate plays a very positive role in the management of the college or university at which I work, and contributes to its development.”

1. definitely agree
2. agree
3. do not agree
4. definitely do not agree
5. the college or university at which I work does not have an academic senate

A9d) “The academic senate plays a very positive role in the management of the faculty at which I work, and contributes to its development.”

1. definitely agree
2. agree
3. do not agree
4. definitely do not agree
5. the faculty at which I work does not have an academic senate
6. my college or university does not have faculties

- A10. Is your performance as an educator (instructor) regularly evaluated by your superiors or colleagues?**
1. yes
 2. no
 3. I do not know
- A11. Is your performance as a scientist (in the area of research) regularly evaluated by your superiors or colleagues?**
1. yes
 2. no
 3. I do not know
- A12. Is there a regularly administered system of anonymous student evaluations of lectures and seminars at your faculty?** If your school does not have faculty, answer with respect to the situation at your college or university.
1. yes
 2. no -> go to question A15
 3. I do not know -> go to question A15
- A13. In your opinion, do students of your faculty take the anonymous student evaluations of lecturers, seminars and instructors as an instrument for improving the quality of education that they receive?** If your school does not have faculty, answer with respect to the situation at your college or university.
1. definitely yes
 2. rather yes
 3. rather no
 4. definitely no
- A14. Do you personally pay attention to the course evaluations of the courses that you teach, and work with those evaluations?**
1. definitely yes
 2. rather yes
 3. rather no
 4. definitely no
- A15. In your opinion, would the implementation of student cost-sharing at your faculty (tuition implemented along with the implementation of student loans) help increase students' efforts to fulfill their study obligations better and in a timely manner?** If your school does not have faculties, answer with respect to the situation at your college or university.
1. definitely yes
 2. rather yes
 3. rather no
 4. definitely no
 5. the school where I work already has tuition -> go to question A18

A16. In your opinion, would the implementation of student cost-sharing at your faculty (tuition and student loans) help increase the responsibility of instructors towards students? If your school does not have faculties, answer with respect to the situation at your college or university.

1. definitely yes
2. rather yes
3. rather no
4. definitely no
5. the school where I work already has tuition

A17. In your opinion, would the implementation of student cost-sharing at your faculty (tuition and student loans) help increase the quality of education provided? If your school does not have faculties, answer with respect to the situation at your college or university.

1. definitely yes
2. rather yes
3. rather no
4. definitely no
5. the school where I work already has tuition

A18. In your opinion, should deferred tuition be introduced in public higher education institutions, i.e. with the possibility that tuition payments depend on the amount of income earned by the graduate after entering the labor market? It is anticipated that tuition would be revenue for the school, and would be accompanied by loans for covering living expenditures during the course of study.

1. definitely yes
2. rather yes
3. rather no
4. definitely no

A19. In your opinion, should up-front tuition be introduced in public higher education institutions, i.e. with the possibility of receiving loans from banks or the state to defray those costs? Again, it is anticipated that tuition would be revenue for the school, and would be accompanied by loans for covering living expenditures during the course of study.

1. definitely yes
2. rather yes
3. rather no
4. definitely no

A20. In your opinion, could the introduction of tuition lead to a decline in the interest of potential students to enroll at your faculty (college or university)?

1. definitely yes
2. rather yes
3. rather no
4. definitely no
5. the school where I work already has tuition

Block B: Views on higher education in the Czech Republic as a whole

B1. In your opinion, how big are the following often-discussed problems of Czech higher education?

B1a. The lack of funds from public sources:

1. it is a fundamental problem
2. it is a quite a big problem
3. it is not a big problem
4. it is not a problem at all

B1b. The lack of funds from the private sector (businesses, firms):

1. it is a fundamental problem
2. it is a quite a big problem
3. it is not a big problem
4. it is not a problem at all

B1c. The inability to charge appropriate tuition at public schools:

1. it is a fundamental problem
2. it is a quite a big problem
3. it is not a big problem
4. it is not a problem at all

B1d. Poor management of resources, low efficiency of the whole system:

1. it is a fundamental problem
2. it is a quite a big problem
3. it is not a big problem
4. it is not a problem at all

B1e. Poorly defined role of the rector, board of trustees, and academic senates:

1. it is a fundamental problem
2. it is a quite a big problem
3. it is not a big problem
4. it is not a problem at all

B1f. The too large of influence academic senates have in the operational management of schools

1. it is a fundamental problem
2. it is a quite a big problem
3. it is not a big problem
4. it is not a problem at all

B1g. The low level of strategic management of schools:

1. it is a fundamental problem
2. it is a quite a big problem
3. it is not a big problem
4. it is not a problem at all

Express your agreement or disagreement to the following statements

B2. “Our colleges and universities significantly contribute to the innovation potential of the Czech Republic”

1. definitely yes
2. rather yes
3. rather no
4. definitely no
5. I cannot judge

B3. “Our colleges and universities have a large influence on the competitiveness of our economy”

1. definitely yes
2. rather yes
3. rather no
4. definitely no
5. I cannot judge

B4. “Our colleges and universities are able to collaborate with businesses and other actors just as well as colleges and universities in advanced countries.”

1. definitely yes
2. rather yes
3. rather no
4. definitely no
5. I cannot judge

B5. “Our colleges and universities have the same conditions for collaborating with businesses and other actors as colleges and universities in advanced countries.”

1. definitely yes
2. rather yes
3. rather no
4. definitely no
5. I cannot judge

B6. “Our colleges and universities are able to prepare graduates capable of quickly adapting to changes on the labor market”

1. definitely yes
2. rather yes
3. rather no
4. definitely no
5. I cannot judge

B7. “If higher education expenditures in the Czech Republic reach the level of advanced countries, the quality of provided education at most colleges and universities would significantly improve.”

1. definitely yes
2. rather yes
3. rather no
4. definitely no
5. I cannot judge

B8. “The budgets of individual tertiary education institutions should be significantly dependent on how well their graduates succeed on the labor market.”

1. definitely yes
2. rather yes
3. rather no
4. definitely no
5. I cannot judge

B9. “The budgets of individual tertiary education institutions should be significantly dependent on the interest of potential students to study at the given school.”

1. definitely yes
2. rather yes
3. rather no
4. definitely no
5. I cannot judge

B10. “The authority and responsibility of boards of trustees, administration and academic senates of colleges and universities are in an efficient and effective balance.”

1. definitely yes
2. rather yes
3. rather no
4. definitely no
5. I cannot judge

B11. “It is necessary to implement more elements of professional corporate management in the administration of colleges and universities.”

1. definitely yes
2. rather yes
3. rather no
4. definitely no
5. I cannot judge

B12. “Self-governing bodies (academic senates) should be involved in the administration of colleges and universities as much as possible.”

1. definitely yes
2. rather yes
3. rather no
4. definitely no
5. I cannot judge

B13. “College and university students should assert their influence vis-à-vis schools largely as their clients.”

1. definitely yes
2. rather yes
3. rather no
4. definitely no
5. I cannot judge

B14 “Fixed-duration work contracts restrict academic freedoms.”

1. definitely yes
2. rather yes
3. rather no
4. definitely no
5. I cannot judge

B15. Do you think that Czech higher education needs deep reform?

1. definitely yes
2. rather yes
3. rather no
4. definitely no

B16. Are you following the ongoing public discussion of the reform of Czech higher education?

1. Yes, with a lot of interest
2. Only marginally
3. No, that discussion does not interest me

Block C: Questions on higher education reform in the Czech Republic

C1 What are the positives and negatives of the current structure of Czech tertiary education from the point of view of expected future needs?

		Definitely disagree	-	.	middle	+	++	Definitely agree	Do not know, cannot say
a)	The current structure is satisfactory from the point of view of the type of institutions and their relationships.								
b)	The current structure is satisfactory from the point of view of quantitative proportions.								
c)	Higher professional schools should have a chance to integrate themselves into the system of tertiary education.								
d)	Faculties and entire tertiary education institutions should be categorized from the point of view of their aims and objectives.								

C2 Let’s assume that in the future it should be clear which higher education institutions fall in the category of “research universities” and which fall in the category of traditional teaching-focused, career-oriented schools. How should the categorization be carried out, according to what kind of criteria (and with what periodicity should the categorization be reviewed)?

		Definitely disagree	-	.	middle	+	++	Definitely agree	Do not know, cannot say
a)	Performance in research and development (e.g. Web of Science, Web of Knowledge) should be decisive for categorizing faculties – relative to the size of the institution.								
b)	The categorization of faculties should be reviewed roughly every five years.								
c)	The Accreditation Commission should determine how faculties are categorized.								
d)	A law should determine how faculties are categorized.								

C3 How should the state, regions, and employers exercise their influence on the activities of higher education institutions?

		Definitely disagree	-	.	middle	+	++	Definitely agree	Do not know, cannot say
a)	Influence of the outside environment on higher education institutions is satisfactory (support for the status quo).								
b)	The increased influence of the outside environment needs to be achieved through the larger presence of external stakeholders in administrative and scientific boards with enhanced competencies.								
c)	The increased influence of the outside environment needs to be achieved by developing special programs linked to financial support from businesses and institutions that have an interest in such programs.								
d)	The increased influence of the outside environment needs to be achieved by creating exceptional professorial positions for significant experts from the field or from abroad.								

C4 There are relatively large inequalities in access to higher education in our country. A number of studies have shown that this is largely because students' parents have to shoulder much of the costs of financing studies. Would a system of special student loans and the overall reduction of student dependency on family financial assistance help solve the situation?

		Definitely disagree	--	-	middle	+	++	Definitely agree	Do not know, cannot say
a)	Special loans will not solve anything substantial (support for the status quo).								
b)	It would be good to implement special loans because they would reduce the dependence of students on the social status of the family.								
c)	It would be good to implement special loans because it would enable students to work less and to focus more on their studies.								
d)	Special loans are nothing more than an interesting product for the banking sector.								

C5 What problems could be solved, and what risks would be created, by introducing student cost-sharing in the financing of their studies?

		Definitely disagree	--	-	middle	+	++	Definitely agree	Do not know, cannot say
a)	Introducing tuition will not solve anything (support of the status quo)								
b)	Introducing tuition would lead to increased student responsibility for their choice of field of study and for their academic results.								
c)	Introducing tuition would lead to the increased responsibility of colleges and universities for the success of graduates on the labor market.								
d)	Properly set tuition fees would work as a tool for increasing competition between higher education institutions.								
e)	Properly set tuition fees would work as an informational signal for self-regulating the supply and demand for fields of study and for individual schools.								
f)	Tuition would worsen the accessibility of higher education for low-income groups, even if it would be implemented as deferred tuition and along with mechanisms of student financial aid.								

C6 What factors determine the management system of colleges and universities, and how do we know when the system is efficient?

		Definitely disagree	--	-	middle	+	++	Definitely agree	Do not know, cannot say
a)	The current management system of colleges and universities is efficient.								
b)	For increasing efficiency, it is necessary to increase the authority of responsible senior executives (rectors, deans).								
c)	For increasing efficiency, it is necessary to strengthen the influence of external stakeholders (employers, alumni, etc).								
d)	For increasing efficiency, it is necessary to amend legislation and establish new rules of financing.								
e)	The efficiency of the management system will particularly increase competition among schools.								

C7 How should responsibilities and authorities between executive management (rectors, deans), academic senates (self-governance in the narrow sense of the term) and boards of trustees (or scientific boards) be separated at colleges and universities? What is unsatisfactory about current arrangements?

		Definitely disagree	--	-	middle	+	++	Definitely agree	Do not know, cannot say
a)	The current system is satisfactory.								
b)	The authority and responsibilities of "executives" need to be strengthened.								
c)	The authority and responsibilities of boards of trustees need to be strengthened.								
d)	The authority and responsibilities of academic self-governance (academic senates) need to be maintained or rather strengthened.								
e)	Academic senates and boards of trustees should have an equal role in the choice of rectors.								
f)	Strengthening the role of executives threatens academic freedoms.								
g)	Weakening the role of academic senates in management threatens academic freedoms.								

C8 Is it possible to maintain a single model of higher education management? Would it not be beneficial to differentiate management models by linking them to the categorization of institutions (institutions focused on research, on teaching, on collaboration with the business sector)?

		Definitely disagree	-	.	middle	+	++	Definitely agree	Do not know, cannot say
a)	The current model of managing higher education as an institution is appropriate.								
b)	The management model should be dependent on the type of institution (oriented towards research, teaching, non-university institution, etc).								
c)	The management model should be autonomously and professionally implemented by institutions themselves (in cooperation with all bodies of the institution, including academic senates).								
d)	The Accreditation Commission and Ministry of Education should autonomously assess proposed management models from the point of view of the goals and objectives of the given institutions.								

C9 What kind of influence (in what areas and in what form) should students have on the operations of colleges and universities?

		Definitely disagree	-	.	middle	+	++	Definitely agree	Do not know, cannot say
a)	The current system is satisfactory.								
b)	Students should participate in the evaluation of both teaching and support activities.								
c)	Students should be able to co-decide personnel issues (the choice of rector, dean).								
d)	Student should be able to co-decide the budget.								
e)	Students should be able to co-decide strategic issues.								
f)	The minimum share of students in academic senates should be determined by legislation.								

C10 How should the accreditation process be changed? What should be accredited – fields or programs of study, academic areas or entire faculties?

		Definitely disagree	--	-	middle	+	++	Definitely agree	Do not know, cannot say
a)	Maintain the status quo (accredit fields of study)								
b)	Accredit programs of study (fields of study are determined by the higher education institution, not the faculty).								
c)	Accredit programs of study (fields of study are determined by the faculty).								
d)	Accredit faculties (institutions of tertiary education) for a given broad area and type of study (with the requirement that colleges and universities have further approval procedures in their internal by-laws).								
e)	Accreditation should be given to colleges and universities that can entrust parts of the institution (e.g. faculties) with implementing programs of study.								
f)	Abandon the accreditation process all together.								

C11 How should accreditation requirements differ for bachelor's, master's and doctoral programs of study?

		Definitely disagree	--	-	middle	+	++	Definitely agree	Do not know, cannot say
a)	No change is needed (support of the status quo).								
b)	The accreditation of bachelor programs of study should more significantly reflect the practical skills of graduates.								
c)	The accreditation of master's programs of study should more significantly focus on the performance of the department (or place of study) in research and development								
d)	The accreditation of doctoral programs of study should ensue from the excellence of the department (or place of study) in research and development (according to the RIV database).								
e)	Accreditation should depend more on the qualification structure of core academic staff (full-time associate and full professors).								

C12 How should qualitative factors, or indicators of output (e.g. success on the labor market), be used in the financing of higher education institutions (particularly in financing educational activities)?

		Definitely disagree	--	-	middle	+	++	Definitely agree	Do not know, cannot say
a)	The current system of financing educational activities is satisfactory.								
b)	The number of graduates should play a larger role in financing.								
c)	The success of graduates on the labor market (e.g. unemployment, pay levels) should play a role in financing.								
d)	Cost coefficients for individual fields of study should also be used in the preferential treatment of programs by the state according to the situation of the labor market.								

C13 How should the system of financing educational activities of higher education institutions change if some form of tuition were to be implemented?

		Definitely disagree	--	-	middle	+	++	Definitely agree	Do not know, cannot say
a)	The amount of tuition (even in the form of deferred payments) should be determined by the college or university.								
b)	The conditions for financing public and private higher education institutions from public resources should be balanced in the case tuition were to be introduced at public colleges and universities.								
c)	Higher education institutions should be financed differently depending on the amount of tuition charged ("the more students are willing to pay, the more the state should contribute").								
d)	Doctoral students should also have to pay tuition (even in the form of deferred tuition).								

C14 What prevents greater collaboration between higher education institutions and practice (industry, state administration, the local community)?

		Definitely disagree	--	-	middle	+	++	Definitely agree	Do not know, cannot say
a)	The current system of collaboration between higher education institutions and practice is satisfactory.								
b)	Legislative obstacles are the cause of the weak collaboration between higher education institutions and practice.								
c)	The lack of interest of potential partners (e.g. industry) is the cause of the weak collaboration between higher education institutions and practice.								
d)	The lack of interest academic staff is the cause of the weak collaboration between higher education institutions and practice.								
e)	The way academic staff and management at higher education institutions are evaluated is the cause of the weak collaboration between those institutions and practice.								

C15 How should habilitation and the appointment procedures for professorships be changed?

		Definitely disagree	--	-	middle	+	++	Definitely agree	Do not know, cannot say
a)	The current system of habilitation is satisfactory.								
b)	The current system of granting professorships is satisfactory.								
c)	Professorships should be for an allocated position based on an open tender, not a title granted by the president.								
d)	It should be possible to take away granted academic titles in the case of demonstrated proof of serious ethical wrongdoing.								
e)	The habilitation must be a condition for gaining the rank of professor.								

C16 In your opinion, what should be the criteria for quality in tertiary education at the national and international levels, who should carry out the evaluations (interim, final), and what measures should ensue from the results of those evaluations?

		Definitely disagree	--	-	middle	+	++	Definitely agree	Do not know, cannot say
a)	Quality should be assessed by the Accreditation Commission.								
b)	Quality should be assessed by another competent and authorized body, perhaps even by several independent agencies.								
c)	Multi-criteria evaluations need to be used for quality assessments.								
d)	During quality assessments, the correspondence between the mission and the achieved results of the institution need to be monitored.								
e)	Quality should be largely a matter of the institution alone.								

C17 What consequences should ensue from the knowledge gained from measuring quality at the national level?

		Definitely disagree	--	-	middle	+	++	Definitely agree	Do not know, cannot say
a)	The current status quo is satisfactory.								
b)	The results of the quality assessments should be reflected in accreditation.								
c)	The results of the quality assessments should be reflected in the level of formula funding.								
d)	The results of the quality assessments should be made public, so prospective students can use them in making their decisions.								

Block D: Data for statistical analysis

D1. Sex

1. male
2. female

D2. How old are you?

D3. Professional rank

1. Full professor
2. Associate professor
3. Assistant professor
4. Other (assistant, lecturer, etc)

D4. Academic Qualifications

Tick all qualifications that relate to you:

Higher education diploma (e.g. B.A., M.A., ...)	
A so-called "small doctorate" (e.g. RNDr., PhDr., MUDr., JUDr. ...)	
CSc., Ph.D.	
DrSc., DSc.	
Docent	
Professor	

D5. Functions in the administration or self-governance of the faculty or higher education institution where we sent the survey participation request:

Tick all that relate to you:

1. Head of a department
2. Director of a higher education institute
3. Dean or Assistant Dean
4. Rector or Assistant Rector
5. Member of the academic senate of the faculty
6. Member of the academic senate of the college or university
7. No such functions

D6. What is your work load at the faculty where we sent the survey participation request? If your school does not have faculties, describe your work load at your college or university.

1. Full-time (100 %)
2. Part-time

D7. Do you have an additional work load at another faculty or higher education institution?

Tick all choices that relate to you

Full-time at another faculty or higher education institution.	
Part-time at another faculty or higher education institution.	
Full-time at another institution engaging in research and development.	
Part-time at another institution engaging in research and development.	
Full-time at an institution or business outside of higher education and research and development.	
Part-time at an institution or business outside of higher education and research and development.	
I do not have an additional work load.	

D8. If you have an additional work load at another higher education institution, what kind of institution is it?

Tick one choice

1. private
2. public
3. state

D9 Categorize your faculty (or entire college or university, if there are not faculties) into one of the following fields:

Tick one choice. If the higher education institution does not have faculties, categorize the entire institution.

1. technical
2. economic
3. humanities and social sciences
4. pedagogical
5. natural sciences
6. medicine
7. law
8. agriculture
9. the arts

D10. Please allow us to ask what your overall gross monthly income was from all work, both from your school and outside of school (i.e. this should be a twelfth of your overall annual income).

We would like to again emphasize that this questionnaire is entirely anonymous and all information will be processed only in terms of mass statistical analysis.

_____ (CZK)

D11. In our society there are groups of people which are seen to have high social status, and groups which have low social status. When you think about yourself, where would you place yourself on a scale of 1 (lowest status) to 10 (highest status)?

Tick one box only

- 1 lowest
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10 highest

D12. Think about your income. On the following scale, the number 1 indicates people with the lowest income in our country and the number 10 indicates people with the highest income. Where would you place yourself on this scale?

Tick one box only

- 1 lowest
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10 highest

D13 How many scientific, research, or artistic results have you achieved in the last three years? In terms of authorship of books, articles and other contributions, also count co-authorship, i.e. count each result as a whole number, even though more people contributed to it.

		number
D13a)	Authorship of academic books published by publishing houses	
D13b)	Editorship of academic books published by publishing houses	
D13c)	Scientific articles in impact journals	
D13d)	Scientific articles in non-impact but peer-reviewed journals	
D13e)	Contributions in conference proceedings from international scientific conferences	
D13f)	Registered patents	
D13g)	Other results of applied research	
D13)	Other significant results (artistic works, exhibitions, etc.)	

D14. Do you have any comments or suggestions about the survey?

Thank you for your patience and for responding.