

CSM Faculty Climate Survey - Applied Math and Statistics

These are the summary results for Applied Math and Statistics only.

All Pages

Q1

How many total courses/labs did you teach during the last calendar year (2013 FDR: exclude summer and independent studies)?

Answered: 14 Skipped: 0

Answer Choices	Average Number	Total Number	Responses
Total number of sections/courses taught:	4	54	14
Total distinct preps (# sections):	3	43	14
Total credit hours delivered:	13	188	14
Total credit hours bought-out for research:	0	0	12
Total students in all sections:	186	2,601	14

Total Respondents: 14

14 responses

238 days (January 21, 2014 - now)

15 views

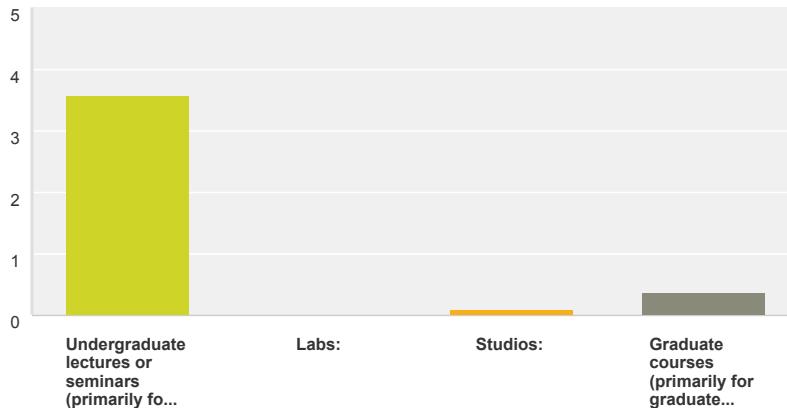
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Q2

Of the courses you taught during the last calendar year, how many were:

Answered: 14 Skipped: 0



Answer Choices	Average Number	Total Number	Responses
Undergraduate lectures or seminars (primarily for undergraduates):	4	50	14
Labs:	0	0	10
Studios:	0	1	11
Graduate courses (primarily for graduate students):	0	4	11

Total Respondents: 14

Q3

During the last calendar year (2013 FDR), did you have a reduced teaching load? (Check all that apply)

Answered: 14 Skipped: 0

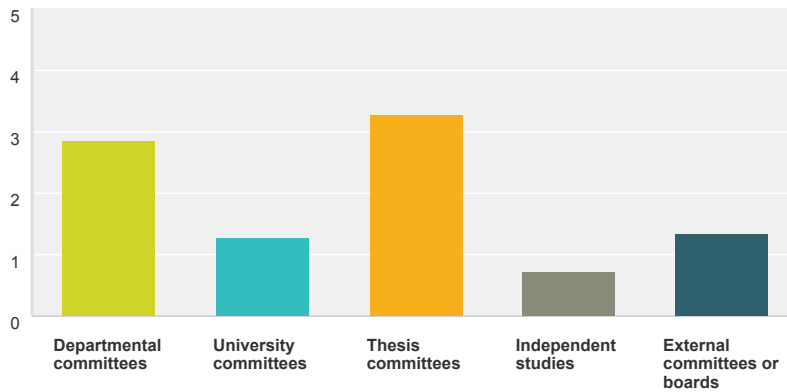
Answer Choices	Responses	
Yes, research related (e.g. charge-outs)	0.00%	0
Yes, service or administration related (e.g. program director, dept head., etc.)	28.57%	4
Yes, for other reasons	14.29%	2
No	57.14%	8

Total Respondents: 14

Q4

How many of each of the following did you serve on during the last calendar year (2013 FDR)?

Answered: 14 Skipped: 0



Answer Choices	Average Number	Total Number	Responses
Departmental committees	3	40	14
University committees	1	18	14
Thesis committees	3	46	14
Independent studies	1	10	14
External committees or boards	1	19	14

Total Respondents: 14

Q5

Have you ever served in any of the following administrative capacities? (Check all that apply)

Answered: 14 Skipped: 0

	Never	Yes, during 2013 FDR	Yes, prior service	Total Respondents
Course coordinator	28.57% 4	64.29% 9	50.00% 7	14
Chair of a departmental or university committee	57.14% 8	35.71% 5	14.29% 2	14
Other administrative capacity (e.g. assistant dept head)	57.14% 8	35.71% 5	28.57% 4	14
Director or Head of department/division	92.86% 13	7.14% 1	0.00% 0	14
Director of center, program, or institute	78.57% 11	7.14% 1	21.43% 3	14

Q6

If so, did you receive teaching relief or extra compensation in exchange for taking on this administrative responsibility? (check all that apply)

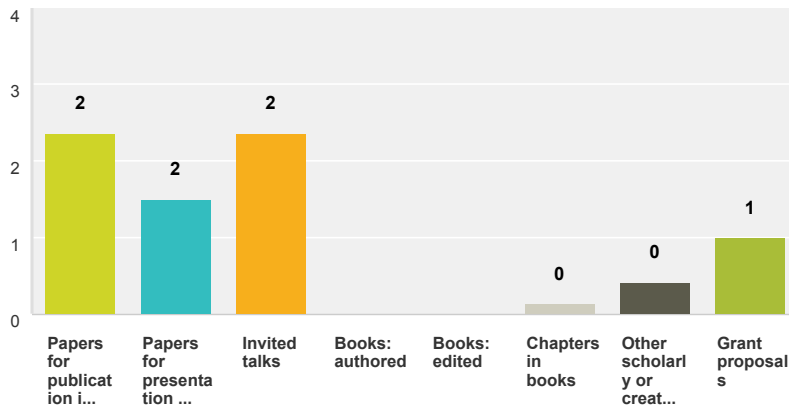
Answered: 12 Skipped: 2

	Teaching relief	Extra compensation	No	Total Respondents
Director or Head of department/division	12.50% 1	12.50% 1	87.50% 7	8
Director of center, program, or institute	0.00% 0	12.50% 1	87.50% 7	8
Chair of a committee	0.00% 0	0.00% 0	100.00% 11	11
Course coordinator	0.00% 0	8.33% 1	91.67% 11	12
Other administrative capacity (e.g. assistant dept head)	30.00% 3	30.00% 3	50.00% 5	10

Q7

In the last calendar year (2013 FDR), how many of each of the following did you submit?

Answered: 14 Skipped: 0



Answer Choices	Average Number	Total Number	Responses
Papers for publication in peer-reviewed journals	2	33	14
Papers for presentation at conferences	2	21	14
Invited talks	2	33	14
Books: authored	0	0	14
Books: edited	0	0	14
Chapters in books	0	2	14
Other scholarly or creative works	0	6	14
Grant proposals	1	14	14

Total Respondents: 14

Q8

How many graduate students did you advise or co-advise in research during the last calendar year (2013 FDR)?

Answered: 14 Skipped: 0

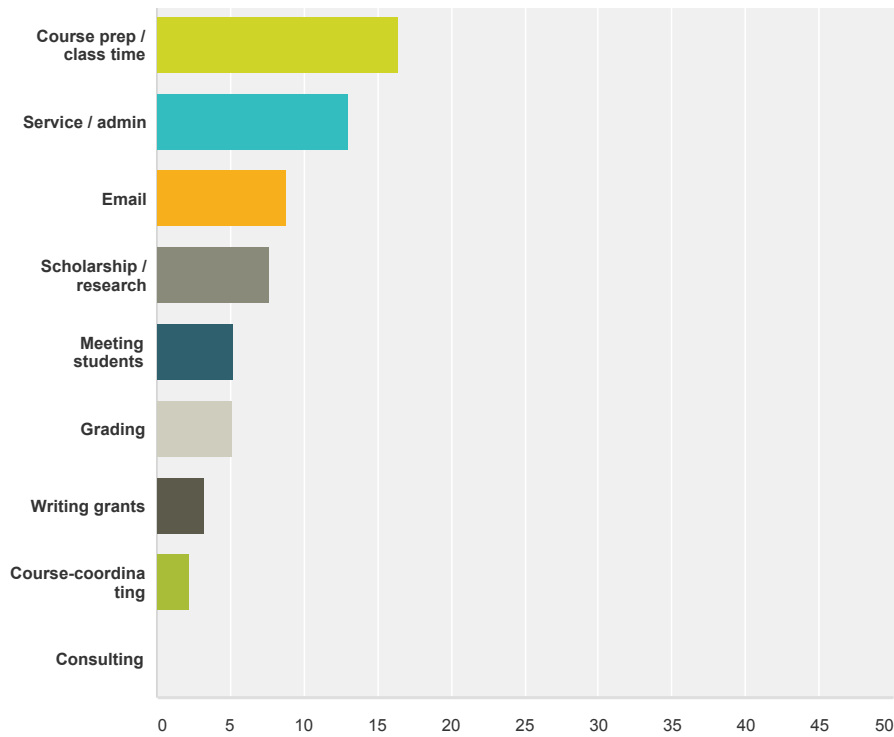
Answer Choices	Average Number	Total Number	Responses
# MS students/advises	1	16	14
# PhD students/advises	0	4	14

Total Respondents: 14

Q9

As you think about how you spent your time during the last academic year, about how many hours PER WEEK did you spend on each of the following activities?:

Answered: 14 Skipped: 0



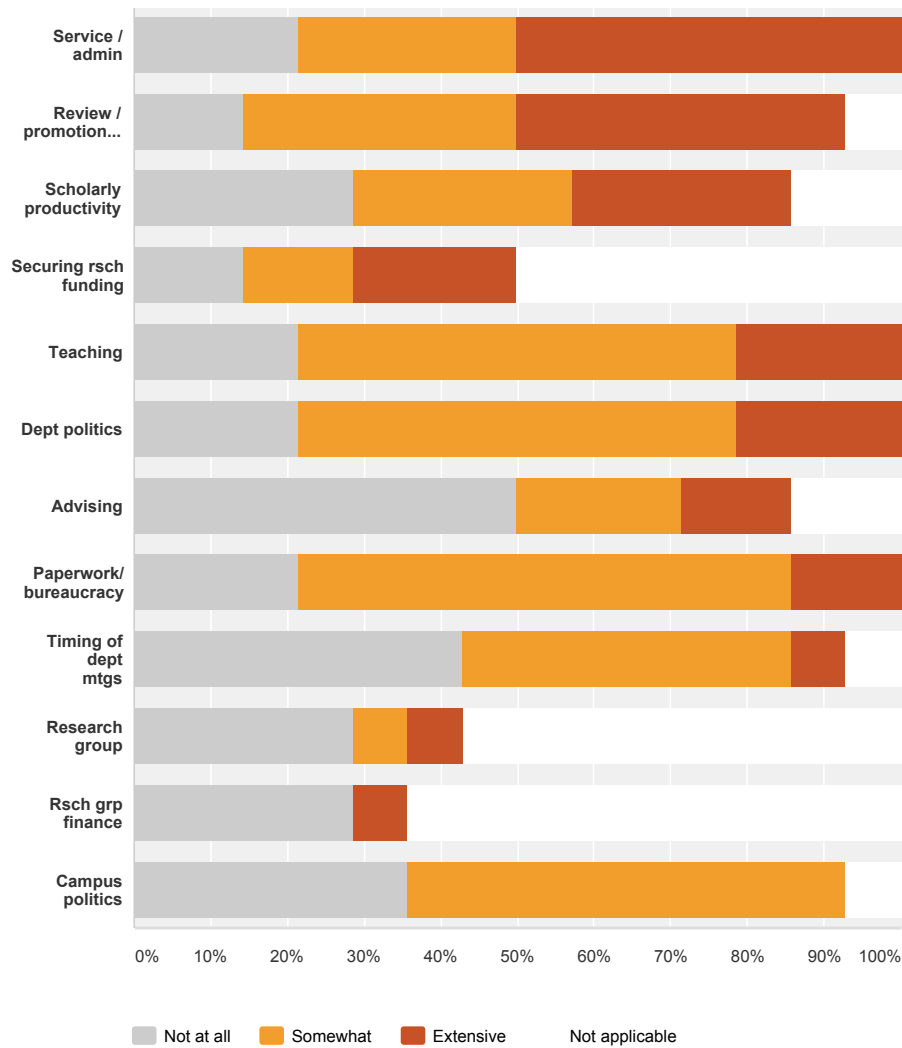
Answer Choices	Average Number	Total Number	Responses
Course prep / class time	16	230	14
Service / admin	13	183	14
Email	9	123	14
Scholarship / research	8	106	14
Meeting students	5	73	14
Grading	5	71	14
Writing grants	3	46	14
Course-coordinating	2	30	14
Consulting	0	0	14

Total Respondents: 14

Q10

Please indicate the extent to which each of the following aspects of work has been a source of STRESS for you over the past twelve months:

Answered: 14 Skipped: 0

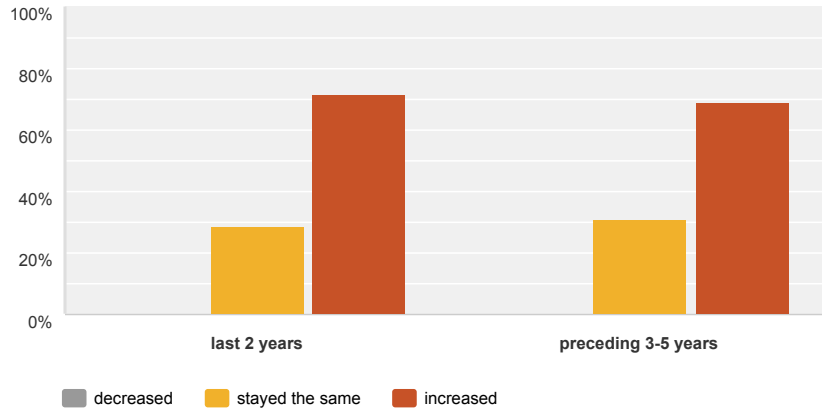


	Not at all	Somewhat	Extensive	Not applicable	Total
Service / admin	21.43% 3	28.57% 4	50.00% 7	0.00% 0	14
Review / promotion process	14.29% 2	35.71% 5	42.86% 6	7.14% 1	14
Scholarly productivity	28.57% 4	28.57% 4	28.57% 4	14.29% 2	14
Securing rsch funding	14.29% 2	14.29% 2	21.43% 3	50.00% 7	14
Teaching	21.43% 3	57.14% 8	21.43% 3	0.00% 0	14
Dept politics	21.43% 3	57.14% 8	21.43% 3	0.00% 0	14
Advising	50.00% 7	21.43% 3	14.29% 2	14.29% 2	14
Paperwork/ bureaucracy	21.43% 3	64.29% 9	14.29% 2	0.00% 0	14
Timing of dept mtgs	42.86% 6	42.86% 6	7.14% 1	7.14% 1	14
Research group	28.57% 4	7.14% 1	7.14% 1	57.14% 8	14
Rsch grp finance	28.57% 4	0.00% 0	7.14% 1	64.29% 9	14
Campus politics	35.71% 5	57.14% 8	0.00% 0	7.14% 1	14

Q11

Has your total workload changed over the last five years and two years, if at all?

Answered: 14 Skipped: 0

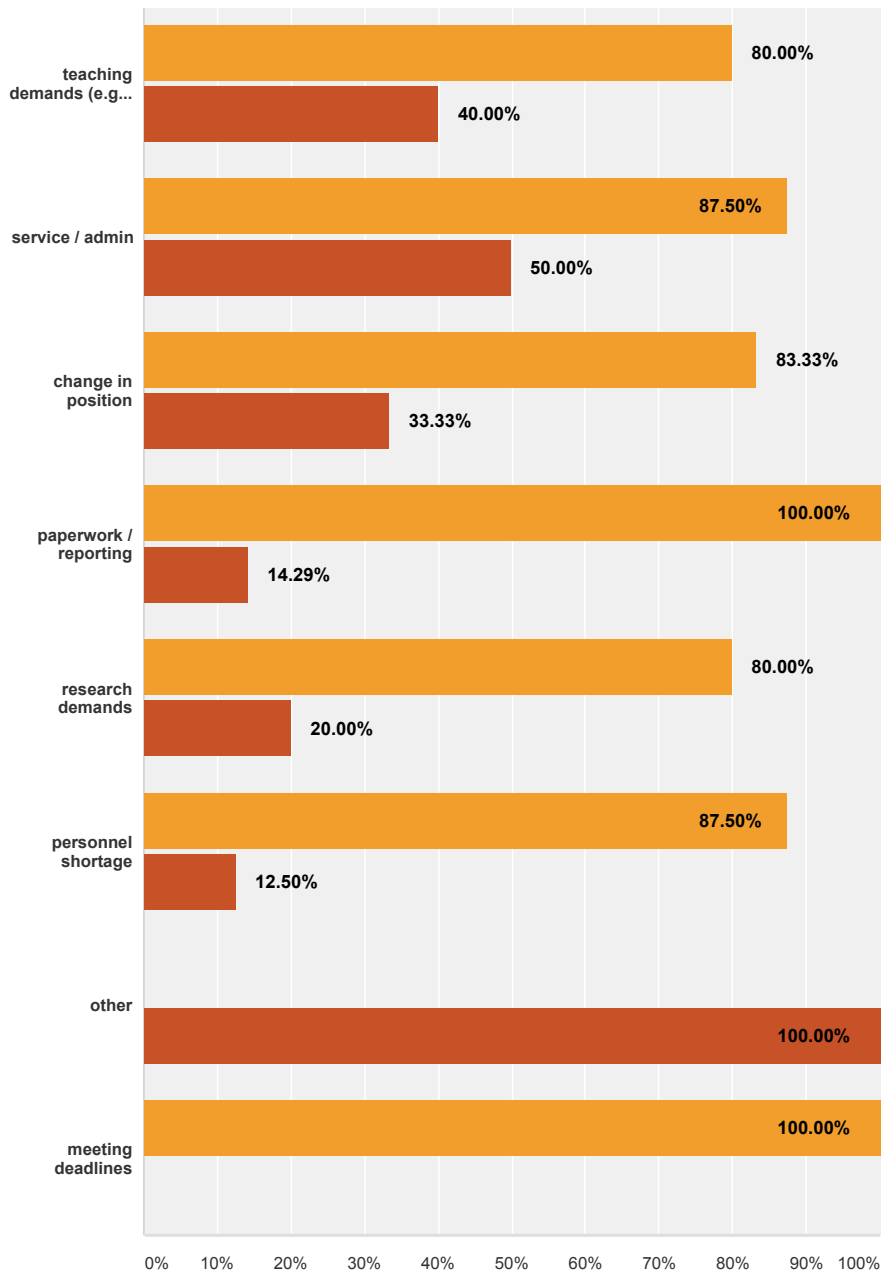


	decreased	stayed the same	increased	Total
last 2 years	0.00% 0	28.57% 4	71.43% 10	14
preceding 3-5 years	0.00% 0	30.77% 4	69.23% 9	13

Q12

If your workload has increased, indicate which of the factors below has contributed significantly, and single out the most significant one:

Answered: 12 Skipped: 2



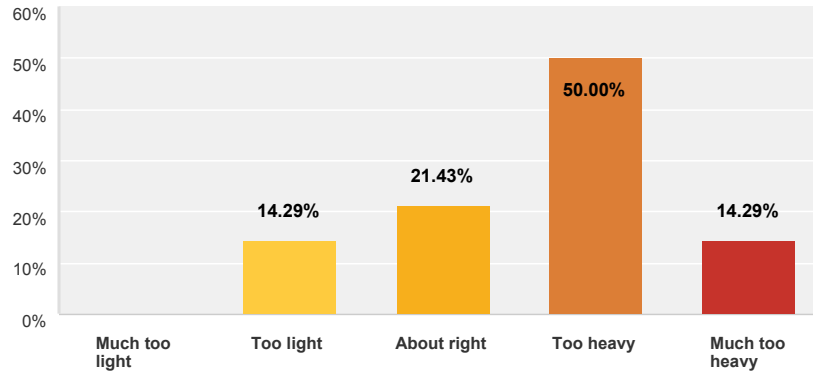
■ contributed to increase (check all that apply)
 ■ single most significant factor (check one)

	contributed to increase (check all that apply)	single most significant factor (check one)	Total Respondents
teaching demands (e.g. increased student numbers)	80.00% 8	40.00% 4	10
service / admin	87.50% 7	50.00% 4	8
change in position	83.33% 5	33.33% 2	6
paperwork / reporting	100.00% 7	14.29% 1	7
research demands	80.00% 4	20.00% 1	5
personnel shortage	87.50% 7	12.50% 1	8
other	0.00% 0	100.00% 1	1

Q13

Overall, how would you rate the reasonableness of your workload?

Answered: 14 Skipped: 0



Answer Choices	Responses
Much too light	0.00% 0
Too light	14.29% 2
About right	21.43% 3
Too heavy	50.00% 7
Much too heavy	14.29% 2
Total	14

Q14

Do you have any additional comments to make about workload? (optional)

Answered: 8 Skipped: 6

Q15

Specify the degree to which you are satisfied with each of the following, related to compensation:

Answered: 14 Skipped: 0

	Very dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Very satisfied	Not applicable	Total
Length of contract	35.71% 5	14.29% 2	14.29% 2	14.29% 2	7.14% 1	14.29% 2	14
Salary	14.29% 2	42.86% 6	7.14% 1	35.71% 5	0.00% 0	0.00% 0	14
Start-up funds	7.69% 1	7.69% 1	7.69% 1	15.38% 2	23.08% 3	38.46% 5	13
Benefits	7.14%	0.00%	7.14%	14.29%	64.29%	7.14%	

Q16

Specify the degree to which you are satisfied with each of the following, related to resources:

Answered: 14 Skipped: 0

	Very dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Very satisfied	Not applicable	Total
Number or breadth of faculty within department/unit to deliver curriculum	28.57% 4	14.29% 2	35.71% 5	21.43% 3	0.00% 0	0.00% 0	14
Availability of nearby parking	14.29% 2	14.29% 2	14.29% 2	42.86% 6	7.14% 1	7.14% 1	14
Classroom space	14.29% 2	35.71% 5	7.14% 1	14.29% 2	28.57% 4	0.00% 0	14
Computer resources	14.29% 2	14.29% 2	14.29% 2	28.57% 4	21.43% 3	7.14% 1	14
Office space	7.14% 1	0.00% 0	21.43% 3	35.71% 5	35.71% 5	0.00% 0	14
Lab or research space	7.14% 1	0.00% 0	21.43% 3	7.14% 1	7.14% 1	57.14% 8	14
Instructional/classroom technology	7.14% 1	35.71% 5	14.29% 2	28.57% 4	14.29% 2	0.00% 0	14
Support for submitting grants	7.14% 1	7.14% 1	21.43% 3	7.14% 1	14.29% 2	42.86% 6	14
Number or breadth of faculty within department/unit to advance research	7.14% 1	14.29% 2	21.43% 3	28.57% 4	0.00% 0	28.57% 4	14
Library resources	0.00% 0	7.14% 1	57.14% 8	7.14% 1	14.29% 2	14.29% 2	14
Staff support	0.00% 0	21.43% 3	14.29% 2	42.86% 6	21.43% 3	0.00% 0	14

Q17

Specify the degree to which you are satisfied with each of the following, related to job responsibilities:

Answered: 14 Skipped: 0

	Very dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Very satisfied	Not applicable	Total
Time available for scholarly work	28.57% 4	42.86% 6	7.14% 1	0.00% 0	0.00% 0	21.43% 3	14
Quality of graduate students	14.29% 2	14.29% 2	0.00% 0	14.29% 2	14.29% 2	42.86% 6	14
Committee and administrative responsibilities	14.29% 2	28.57% 4	7.14% 1	28.57% 4	7.14% 1	14.29% 2	14
Access to teaching assistants	7.14% 1	21.43% 3	14.29% 2	21.43% 3	14.29% 2	21.43% 3	14
Access to students for research projects	7.14% 1	7.14% 1	21.43% 3	7.14% 1	7.14% 1	50.00% 7	14
Teaching	0.00%	7.14%	0.00%	35.71%	57.14%	0.00%	

responsibilities	0	1	0	5	8	0	14
Advising responsibilities	0.00% 0	7.14% 1	7.14% 1	42.86% 6	21.43% 3	21.43% 3	14
Intellectual stimulation of your work environment	0.00% 0	0.00% 0	14.29% 2	57.14% 8	21.43% 3	7.14% 1	14

Q18

How important are the following to you?:

Answered: 14 Skipped: 0

	Very important	Somewhat important	Neutral	Somewhat unimportant	Not very important	Not applicable	Total
Teaching undergraduate students	78.57% 11	14.29% 2	7.14% 1	0.00% 0	0.00% 0	0.00% 0	14
Faculty input in decision-making	64.29% 9	21.43% 3	14.29% 2	0.00% 0	0.00% 0	0.00% 0	14
Conducting research/scholarship	50.00% 7	21.43% 3	0.00% 0	7.14% 1	21.43% 3	0.00% 0	14
Diversity on campus	50.00% 7	28.57% 4	21.43% 3	0.00% 0	0.00% 0	0.00% 0	14
Open environment for discussing differing ideas	50.00% 7	35.71% 5	14.29% 2	0.00% 0	0.00% 0	0.00% 0	14
Academic freedom	50.00% 7	28.57% 4	21.43% 3	0.00% 0	0.00% 0	0.00% 0	14
Engage in student life/ activities	21.43% 3	35.71% 5	21.43% 3	7.14% 1	14.29% 2	0.00% 0	14
Intellectual activities with colleagues	21.43% 3	42.86% 6	28.57% 4	7.14% 1	0.00% 0	0.00% 0	14
Engage in service/ committee work	14.29% 2	42.86% 6	7.14% 1	21.43% 3	14.29% 2	0.00% 0	14
Teaching graduate students	14.29% 2	35.71% 5	28.57% 4	0.00% 0	7.14% 1	14.29% 2	14
Social activities with colleagues	7.14% 1	57.14% 8	28.57% 4	7.14% 1	0.00% 0	0.00% 0	14

Q19

Do you have any additional comments to make about job satisfaction? (optional)

Answered: 3 Skipped: 11

Q20

Please indicate your agreement or disagreement with the following statements:

Answered: 14 Skipped: 0

	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	Not applicable	Total
My colleagues value my research/scholarship	14.29% 2	14.29% 2	21.43% 3	7.14% 1	21.43% 3	21.43% 3	14
I feel I am given the opportunity to serve	14.29% 2	21.43% 3	7.14% 1	7.14% 1	35.71% 5	14.29% 2	14

on important committees							
My colleagues value my service and administrative contributions	7.14% 1	14.29% 2	14.29% 2	28.57% 4	28.57% 4	7.14% 1	14
The quality of my scholarship is positively affected by my interactions with CSM colleagues	7.14% 1	0.00% 0	21.43% 3	28.57% 4	14.29% 2	28.57% 4	14
I feel comfortable expressing my views openly	7.14% 1	28.57% 4	21.43% 3	14.29% 2	28.57% 4	0.00% 0	14
My department/unit is a place where individual faculty may comfortably raise personal and/or family responsibilities when scheduling department/unit obligations	7.14% 1	0.00% 0	21.43% 3	28.57% 4	21.43% 3	21.43% 3	14
The creation of colleges has made my professional life better	7.14% 1	21.43% 3	42.86% 6	0.00% 0	7.14% 1	21.43% 3	14
I have to work harder than some of my colleagues to be perceived as a legitimate scholar	7.14% 1	14.29% 2	21.43% 3	21.43% 3	21.43% 3	14.29% 2	14
If I had to decide all over again to be a faculty member at CSM, I would again chose to be here	7.14% 1	7.14% 1	14.29% 2	28.57% 4	42.86% 6	0.00% 0	14
My colleagues value my contributions to teaching and advising	0.00% 0	28.57% 4	7.14% 1	35.71% 5	28.57% 4	0.00% 0	14
My department/unit is a good fit for me	0.00% 0	7.14% 1	21.43% 3	28.57% 4	42.86% 6	0.00% 0	14
I am able to make decisions about my areas of responsibility	0.00% 0	7.14% 1	28.57% 4	35.71% 5	14.29% 2	14.29% 2	14

Q21

With respect to your DEPARTMENT/UNIT, indicate your agreement or disagreement with the following statements:

Answered: 14 Skipped: 0

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	Not applicable	Total
Decision-making is efficient	21.43% 3	21.43% 3	28.57% 4	14.29% 2	7.14% 1	7.14% 1	14
Decision-making is collaborative and transparent	14.29% 2	50.00% 7	7.14% 1	21.43% 3	7.14% 1	0.00% 0	14
Decision-making reflects sound priorities and relevant data	14.29% 2	50.00% 7	7.14% 1	14.29% 2	7.14% 1	7.14% 1	14
I have a voice in decision-making	14.29% 2	21.43% 3	21.43% 3	28.57% 4	14.29% 2	0.00% 0	14
Department/unit creates a	7.14% 1	21.43% 3	21.43% 3	28.57% 4	21.43% 3	0.00% 0	14

collegial and supportive environment							
Department/unit helps me obtain or manage the resources I need	7.14% 1	7.14% 1	21.43% 3	42.86% 6	14.29% 2	7.14% 1	14
Decision-making is fair	7.14% 1	42.86% 6	14.29% 2	21.43% 3	7.14% 1	7.14% 1	14
I feel comfortable, included, and valued	7.14% 1	28.57% 4	14.29% 2	28.57% 4	21.43% 3	0.00% 0	14
Diversity of opinion is respected and valued	7.14% 1	21.43% 3	35.71% 5	28.57% 4	7.14% 1	0.00% 0	14
Interdisciplinary research is valued and supported	0.00% 0	14.29% 2	14.29% 2	21.43% 3	14.29% 2	35.71% 5	14

Q22

With respect to CSM, indicate your agreement or disagreement with the following statements:

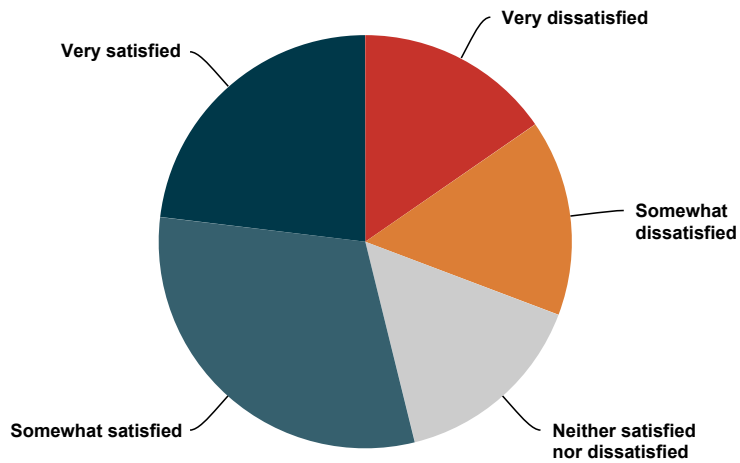
Answered: 14 Skipped: 0

	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	Not applicable	Total
Decision-making is collaborative and transparent	14.29% 2	42.86% 6	21.43% 3	14.29% 2	7.14% 1	0.00% 0	14
CSM helps me obtain or manage the resources I need	7.14% 1	14.29% 2	21.43% 3	50.00% 7	7.14% 1	0.00% 0	14
Decision-making is fair	7.14% 1	28.57% 4	28.57% 4	21.43% 3	7.14% 1	7.14% 1	14
Decision-making is efficient	7.14% 1	21.43% 3	50.00% 7	7.14% 1	7.14% 1	7.14% 1	14
I have a voice in decision-making	7.14% 1	42.86% 6	35.71% 5	7.14% 1	7.14% 1	0.00% 0	14
Diversity of opinion is respected and valued	7.14% 1	21.43% 3	42.86% 6	21.43% 3	7.14% 1	0.00% 0	14
Interdisciplinary research is valued and supported	0.00% 0	7.14% 1	14.29% 2	35.71% 5	14.29% 2	28.57% 4	14
CSM creates a collegial and supportive environment	0.00% 0	14.29% 2	28.57% 4	42.86% 6	14.29% 2	0.00% 0	14
Decision-making reflects sound priorities and relevant data	0.00% 0	28.57% 4	42.86% 6	7.14% 1	14.29% 2	7.14% 1	14
I feel comfortable, included, and valued	0.00% 0	14.29% 2	42.86% 6	35.71% 5	7.14% 1	0.00% 0	14

Q23

Overall, how satisfied are you being a faculty member at CSM?

Answered: 13 Skipped: 1

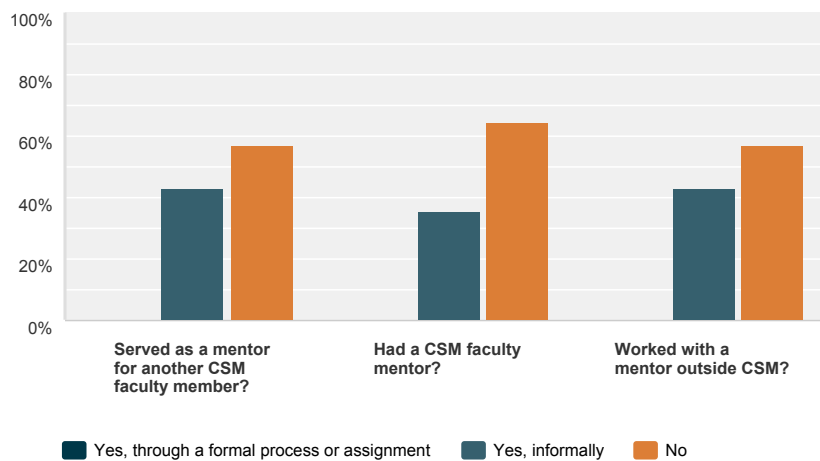


Answer Choices	Responses	
Very dissatisfied	15.38%	2
Somewhat dissatisfied	15.38%	2
Neither satisfied nor dissatisfied	15.38%	2
Somewhat satisfied	30.77%	4
Very satisfied	23.08%	3
Total		13

Q24

While at CSM, have you:

Answered: 14 Skipped: 0



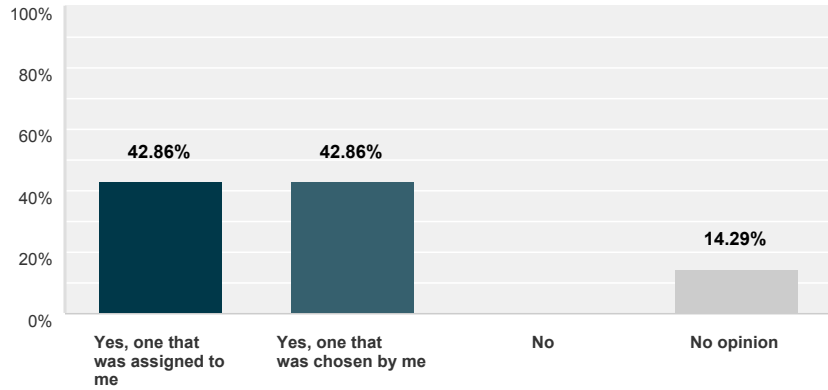
	Yes, through a formal process or assignment	Yes, informally	No	Total
Served as a mentor for another CSM faculty member?	0.00% 0	42.86% 6	57.14% 8	14
Had a CSM faculty mentor?	0.00% 0	35.71% 5	64.29% 9	14

Worked with a mentor outside CSM?	0.00% 0	42.86% 6	57.14% 8	14
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Q25

If you have not had a formal mentor, do you wish you had one now -- or had one earlier in your career?

Answered: 14 Skipped: 0

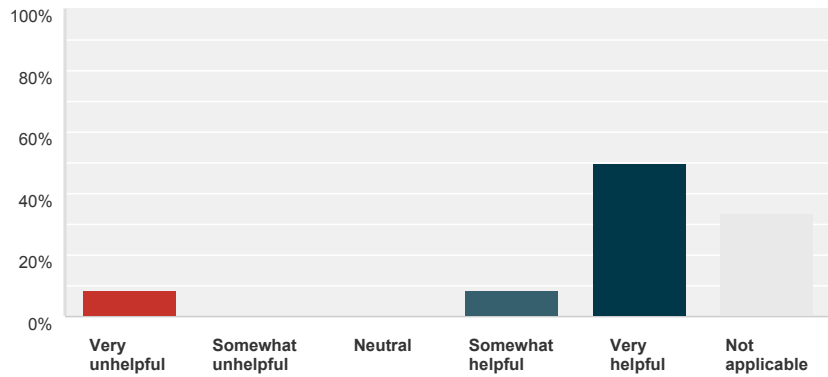


Answer Choices	Responses	
Yes, one that was assigned to me	42.86%	6
Yes, one that was chosen by me	42.86%	6
No	0.00%	0
No opinion	14.29%	2
Total		14

Q26

If you have had a mentor, how helpful have you found it?

Answered: 12 Skipped: 2



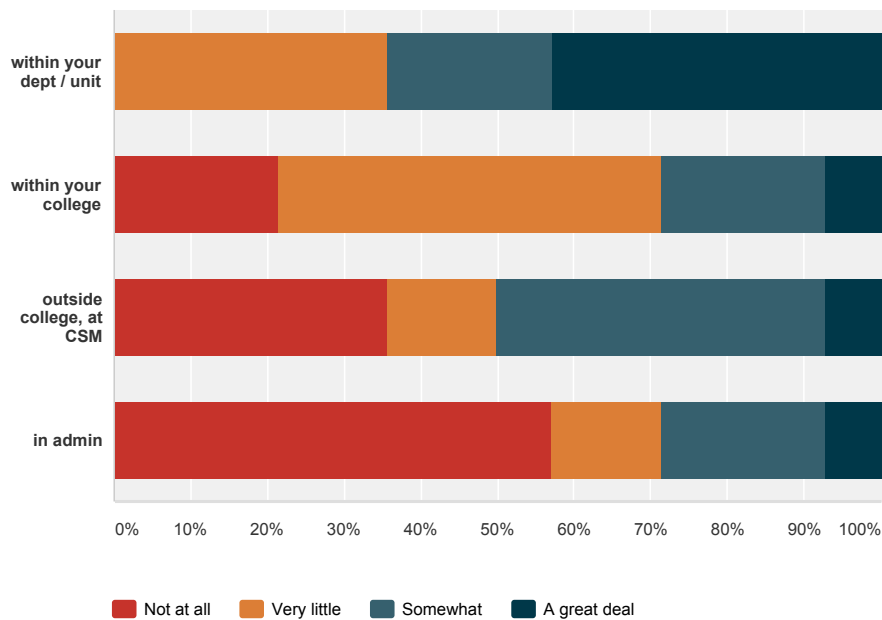
Answer Choices	Responses	
Very unhelpful	8.33%	1
Somewhat unhelpful	0.00%	0
Neutral	0.00%	0

Somewhat helpful	8.33%	1
Very helpful	50.00%	6
Not applicable	33.33%	4
Total		12

Q27

To what extent have you collaborated with colleagues:

Answered: 14 Skipped: 0

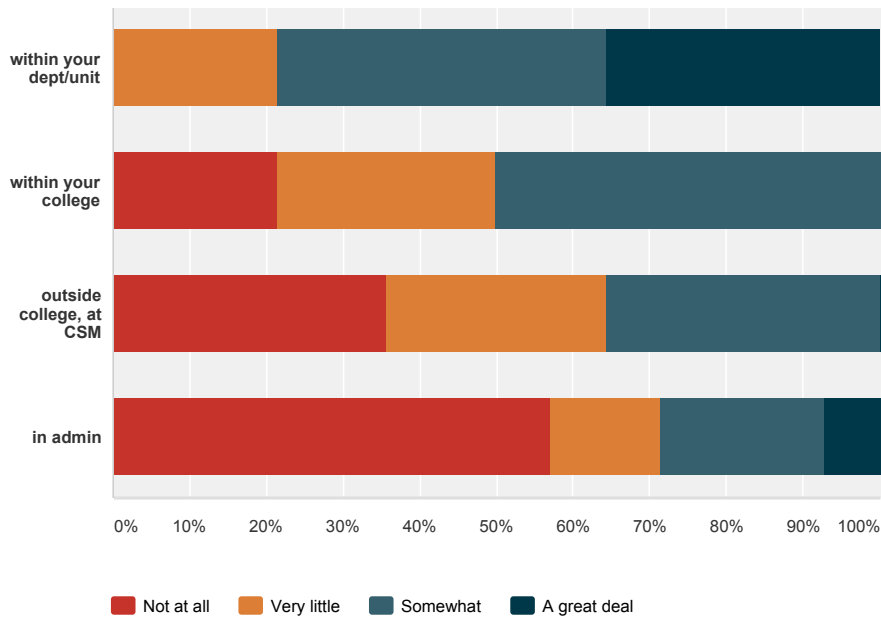


	Not at all	Very little	Somewhat	A great deal	Total
within your dept / unit	0.00% 0	35.71% 5	21.43% 3	42.86% 6	14
within your college	21.43% 3	50.00% 7	21.43% 3	7.14% 1	14
outside college, at CSM	35.71% 5	14.29% 2	42.86% 6	7.14% 1	14
in admin	57.14% 8	14.29% 2	21.43% 3	7.14% 1	14

Q28

To what extent are you familiar with the work of your colleagues?:

Answered: 14 Skipped: 0

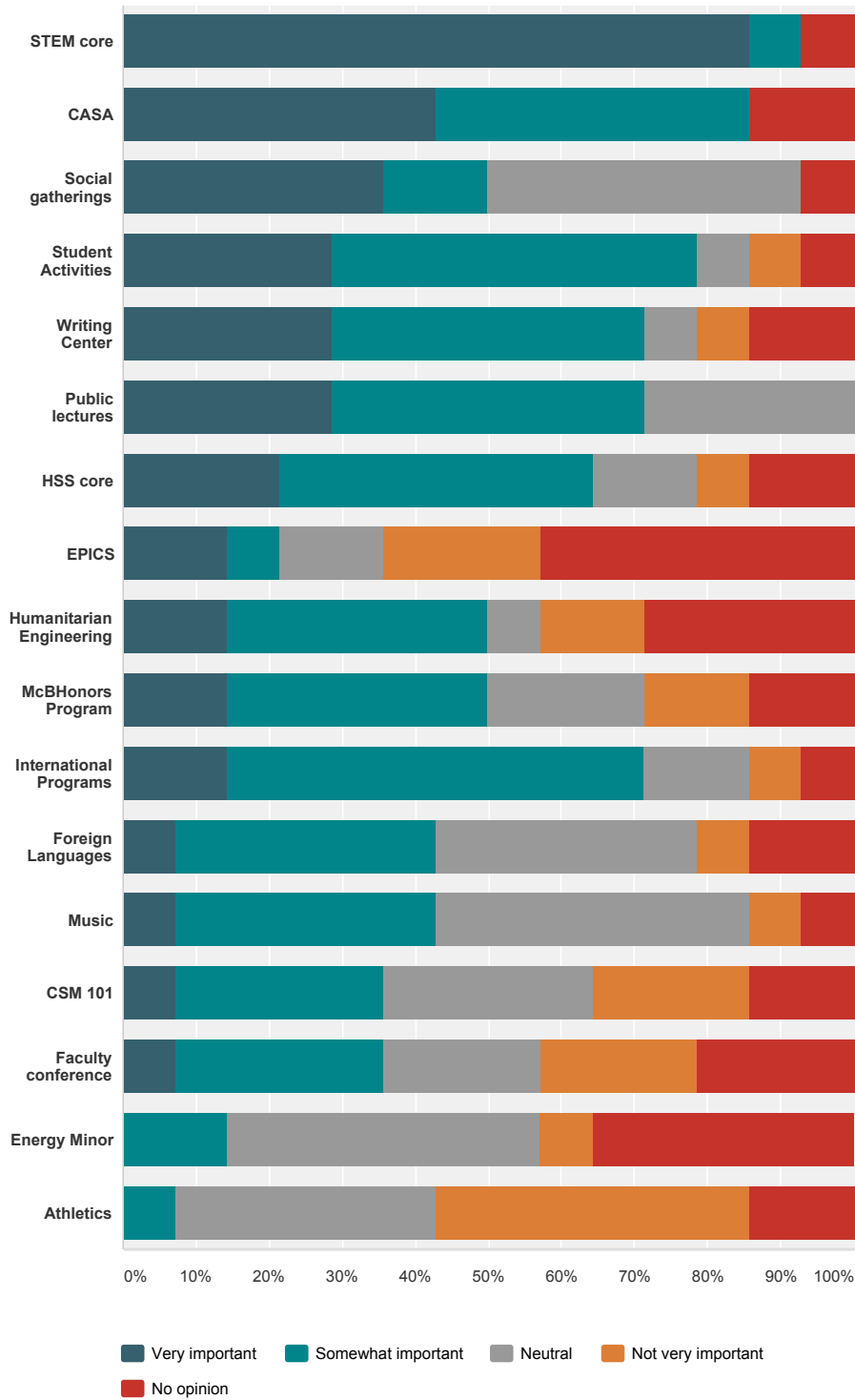


	Not at all	Very little	Somewhat	A great deal	Total
within your dept/unit	0.00% 0	21.43% 3	42.86% 6	35.71% 5	14
within your college	21.43% 3	28.57% 4	50.00% 7	0.00% 0	14
outside college, at CSM	35.71% 5	28.57% 4	35.71% 5	0.00% 0	14
in admin	57.14% 8	14.29% 2	21.43% 3	7.14% 1	14

Q29

How much do you value these interdisciplinary programs/activities at CSM?

Answered: 14 Skipped: 0



	Very important	Somewhat important	Neutral	Not very important	No opinion	Total
STEM core	85.71% 12	7.14% 1	0.00% 0	0.00% 0	7.14% 1	14
CASA	42.86% 6	42.86% 6	0.00% 0	0.00% 0	14.29% 2	14
Social gatherings	35.71% 5	14.29% 2	42.86% 6	0.00% 0	7.14% 1	14
Student Activities	28.57% 4	50.00% 7	7.14% 1	7.14% 1	7.14% 1	14
Writing Center	28.57% 4	42.86% 6	7.14% 1	7.14% 1	14.29% 2	14
Public lectures	28.57% 4	42.86% 6	28.57% 4	0.00% 0	0.00% 0	14
HSS core	21.43% 3	42.86% 6	14.29% 2	7.14% 1	14.29% 2	14
EPICS	14.29% 2	7.14% 1	14.29% 2	21.43% 3	42.86% 6	14
Humanitarian Engineering	14.29% 2	35.71% 5	7.14% 1	14.29% 2	28.57% 4	14
McBHonors Program	14.29% 2	35.71% 5	14.29% 2	14.29% 2	7.14% 1	14
International Programs	14.29% 2	57.14% 8	14.29% 2	7.14% 1	7.14% 1	14
Foreign Languages	7.14% 1	35.71% 5	35.71% 5	7.14% 1	14.29% 2	14
Music	7.14% 1	35.71% 5	35.71% 5	7.14% 1	7.14% 1	14
CSM 101	7.14% 1	28.57% 4	28.57% 4	14.29% 2	14.29% 2	14
Faculty conference	7.14% 1	28.57% 4	14.29% 2	21.43% 3	28.57% 4	14
Energy Minor	0.00% 0	14.29% 2	42.86% 6	7.14% 1	35.71% 5	14
Athletics	7.14% 1	0.00% 0	35.71% 5	42.86% 6	14.29% 2	14

	3	6	2	1	2	14
EPICS	14.29% 2	7.14% 1	14.29% 2	21.43% 3	42.86% 6	14
Humanitarian Engineering	14.29% 2	35.71% 5	7.14% 1	14.29% 2	28.57% 4	14
McBHonors Program	14.29% 2	35.71% 5	21.43% 3	14.29% 2	14.29% 2	14
International Programs	14.29% 2	57.14% 8	14.29% 2	7.14% 1	7.14% 1	14
Foreign Languages	7.14% 1	35.71% 5	35.71% 5	7.14% 1	14.29% 2	14
Music	7.14% 1	35.71% 5	42.86% 6	7.14% 1	7.14% 1	14
CSM 101	7.14% 1	28.57% 4	28.57% 4	21.43% 3	14.29% 2	14
Faculty conference	7.14% 1	28.57% 4	21.43% 3	21.43% 3	21.43% 3	14
Energy Minor	0.00% 0	14.29% 2	42.86% 6	7.14% 1	35.71% 5	14
Athletics	0.00% 0	7.14% 1	35.71% 5	42.86% 6	14.29% 2	14

Q30

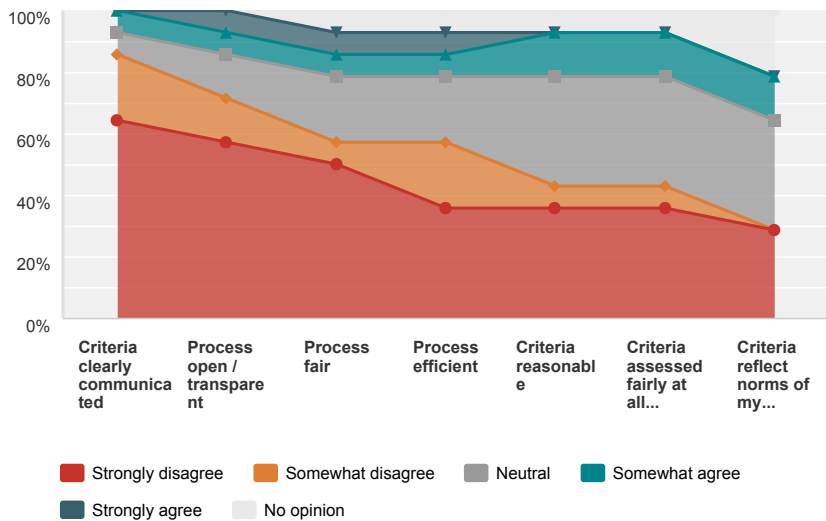
Do you have any additional comments about mentorship and collaboration? (optional)

Answered: 2 Skipped: 12

Q31

With respect to PROMOTION AND/OR TENURE FOR YOUR RANK, indicate your agreement or disagreement with the following statements:

Answered: 14 Skipped: 0



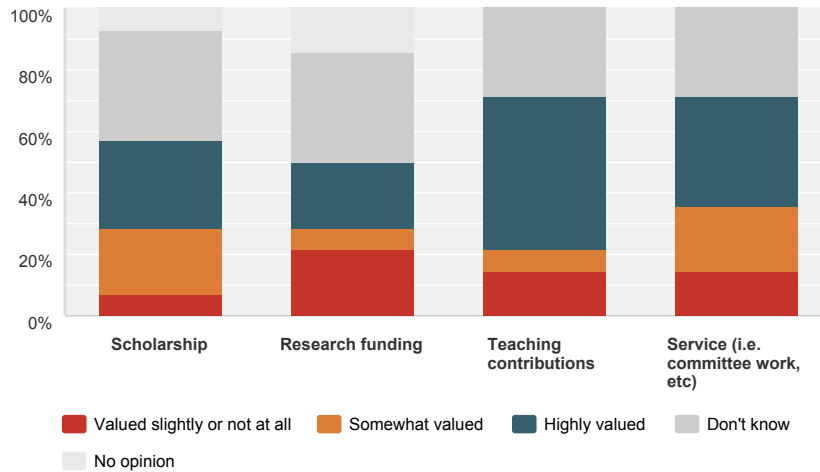
	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	No opinion	Total
Criteria clearly communicated	64.29% 9	21.43% 3	7.14% 1	7.14% 1	0.00% 0	0.00% 0	14

Process open / transparent	57.14% 8	14.29% 2	14.29% 2	7.14% 1	7.14% 1	0.00% 0	14
Process fair	50.00% 7	7.14% 1	21.43% 3	7.14% 1	7.14% 1	7.14% 1	14
Process efficient	35.71% 5	21.43% 3	21.43% 3	7.14% 1	7.14% 1	7.14% 1	14
Criteria reasonable	35.71% 5	7.14% 1	35.71% 5	14.29% 2	0.00% 0	7.14% 1	14
Criteria assessed fairly at all levels	35.71% 5	7.14% 1	35.71% 5	14.29% 2	0.00% 0	7.14% 1	14
Criteria reflect norms of my discipline	28.57% 4	0.00% 0	35.71% 5	14.29% 2	0.00% 0	21.43% 3	14

Q32

In your experience, to what extent are the following items valued in the PROMOTION AND/OR TENURE PROCESS FOR YOUR RANK?

Answered: 14 Skipped: 0

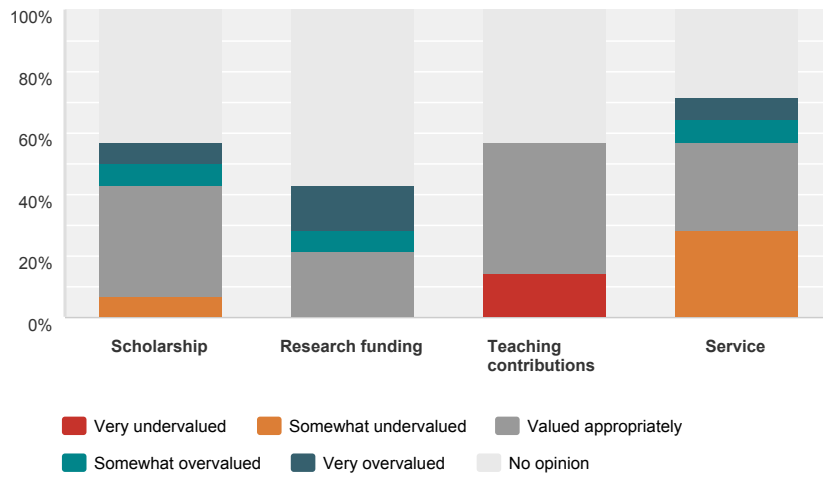


	Valued slightly or not at all	Somewhat valued	Highly valued	Don't know	No opinion	Total
Scholarship	7.14% 1	21.43% 3	28.57% 4	35.71% 5	7.14% 1	14
Research funding	21.43% 3	7.14% 1	21.43% 3	35.71% 5	14.29% 2	14
Teaching contributions	14.29% 2	7.14% 1	50.00% 7	28.57% 4	0.00% 0	14
Service (i.e. committee work, etc)	14.29% 2	21.43% 3	35.71% 5	28.57% 4	0.00% 0	14

Q33

How appropriately are these items valued in the PROMOTION AND/OR TENURE PROCESS FOR YOUR RANK?

Answered: 14 Skipped: 0



	Very undervalued	Somewhat undervalued	Valued appropriately	Somewhat overvalued	Very overvalued	No opinion	Total
Scholarship	0.00% 0	7.14% 1	35.71% 5	7.14% 1	7.14% 1	42.86% 6	14
Research funding	0.00% 0	0.00% 0	21.43% 3	7.14% 1	14.29% 2	57.14% 8	14
Teaching contributions	14.29% 2	0.00% 0	42.86% 6	0.00% 0	0.00% 0	42.86% 6	14
Service	0.00% 0	28.57% 4	28.57% 4	7.14% 1	7.14% 1	28.57% 4	14

Q34

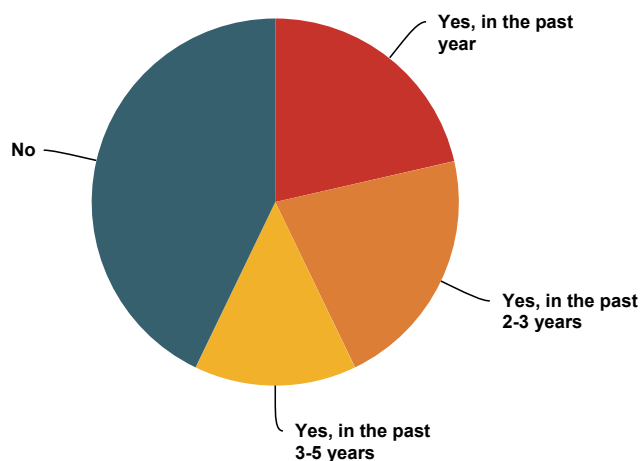
Do you have any additional comments about promotion and/or tenure? (optional)

Answered: 5 Skipped: 9

Q35

Have you applied for a job at another university recently?

Answered: 14 Skipped: 0



Answer Choices

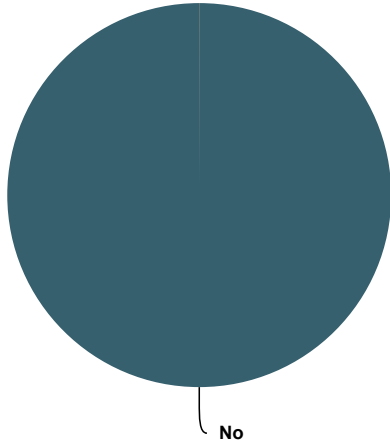
Responses

Yes, in the past year	21.43%	3
Yes, in the past 2-3 years	21.43%	3
Yes, in the past 3-5 years	14.29%	2
No	42.86%	6
Total		14

Q36

Have you applied for a job outside academia recently?

Answered: 14 Skipped: 0



Answer Choices	Responses	
Yes, in the past year	0.00%	0
Yes, in the past 2-3 years	0.00%	0
Yes, in the past 3-5 years	0.00%	0
No	100.00%	14
Total		14

Q37

During the last five years, did you receive an outside job offer that you shared with CSM leadership and that resulted in adjustments to any of the following? (check all that apply)

Answered: 13 Skipped: 1

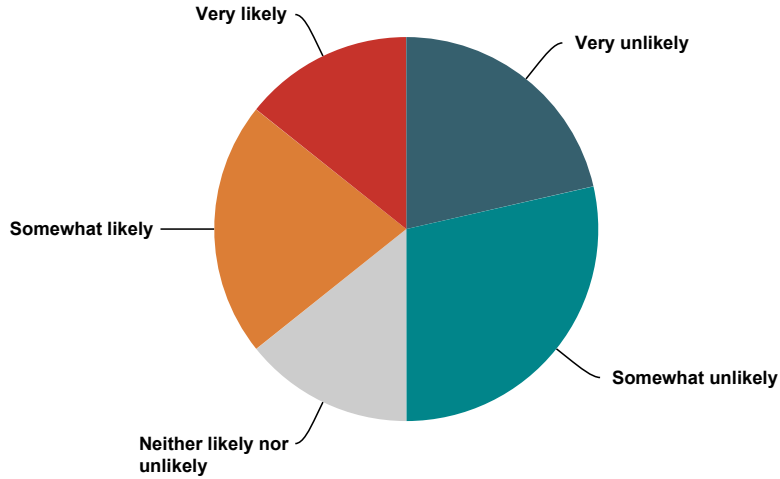
Answer Choices	Responses	
Salary	0.00%	0
Course load	0.00%	0
Administrative responsibilities	0.00%	0
Leave time	0.00%	0
Summer salary	0.00%	0
Special timing of the tenure clock	0.00%	0

Equipment/laboratory/research start-up	0.00%	0
Employment for spouse/partner	0.00%	0
Received offer, but did not take to CSM leadership	15.38%	2
Not applicable	84.62%	11
Total Respondents: 13		

Q38

In the next three years, how likely are you to leave (or try to leave) CSM?

Answered: 14 Skipped: 0



Answer Choices	Responses
Very unlikely	21.43% 3
Somewhat unlikely	28.57% 4
Neither likely nor unlikely	14.29% 2
Somewhat likely	21.43% 3
Very likely	14.29% 2
Total	14

Q39

To what extent, if at all, have you considered the following reasons to leave?

Answered: 14 Skipped: 0

	Not at all	To some extent	To a great extent	Not applicable	Total
To find a more supportive work environment	28.57% 4	21.43% 3	28.57% 4	21.43% 3	14
To reduce stress	30.77% 4	30.77% 4	23.08% 3	15.38% 2	13
To reduce workload	38.46% 5	23.08% 3	23.08% 3	15.38% 2	13
To increase your salary	28.57% 4	42.86% 6	14.29% 2	14.29% 2	14
Benefits	46.15% 6	0.00% 0	15.38% 2	38.46% 5	13

To improve your prospects for tenure	14.29% 2	28.57% 4	7.14% 1	50.00% 7	14
To enhance your career in other ways	28.57% 4	35.71% 5	7.14% 1	28.57% 4	14
To find a more satisfying intellectual environment	76.92% 10	0.00% 0	7.69% 1	15.38% 2	13
To improve the employment situation of your spouse/partner	38.46% 5	15.38% 2	7.69% 1	38.46% 5	13
Retirement	53.85% 7	0.00% 0	7.69% 1	38.46% 5	13
To increase your time to do research	50.00% 7	21.43% 3	0.00% 0	28.57% 4	14
To pursue a nonacademic job	69.23% 9	15.38% 2	0.00% 0	15.38% 2	13
To address child-related issues	30.77% 4	15.38% 2	0.00% 0	53.85% 7	13
To lower your cost of living	53.85% 7	7.69% 1	0.00% 0	38.46% 5	13
To live elsewhere	61.54% 8	15.38% 2	0.00% 0	23.08% 3	13
Great opportunities in my field	53.85% 7	23.08% 3	0.00% 0	23.08% 3	13

Q40

To what extent, if at all, have the following reasons encouraged you to stay at CSM?

Answered: 14 Skipped: 0

	Not at all	To some extent	To a great extent	Not applicable	Total
Living in the area	28.57% 4	14.29% 2	42.86% 6	14.29% 2	14
Salary	28.57% 4	35.71% 5	28.57% 4	7.14% 1	14
Benefits	42.86% 6	21.43% 3	28.57% 4	7.14% 1	14
Employment situation of your spouse/partner	21.43% 3	14.29% 2	21.43% 3	42.86% 6	14
Retirement	42.86% 6	7.14% 1	21.43% 3	28.57% 4	14
Other career benefits	30.77% 4	46.15% 6	15.38% 2	7.69% 1	13
Supportive work environment	35.71% 5	42.86% 6	14.29% 2	7.14% 1	14
Open intellectual environment	21.43% 3	50.00% 7	14.29% 2	14.29% 2	14
Tenure or prospects for tenure	35.71% 5	7.14% 1	7.14% 1	50.00% 7	14
Lack of opportunities in my field	42.86% 6	14.29% 2	7.14% 1	35.71% 5	14
Time to do research	21.43% 3	35.71% 5	0.00% 0	42.86% 6	14
Stress level	64.29% 9	28.57% 4	0.00% 0	7.14% 1	14
Workload	50.00%	42.86%	0.00%	7.14%	

	7	6	0	1	14
Child-related issues	30.77% 4	0.00% 0	0.00% 0	69.23% 9	13
Cost of living	64.29% 9	21.43% 3	0.00% 0	14.29% 2	14

Q41

Please indicate the extent to which each of the following aspects of your life outside CSM has been a source of stress for you over the past twelve months?

Answered: 14 Skipped: 0

	Not at all	Somewhat	Extensive	Not applicable	Total
Time to spend with family	28.57% 4	28.57% 4	35.71% 5	7.14% 1	14
Managing household responsibilities	14.29% 2	57.14% 8	21.43% 3	7.14% 1	14
Being part of a dual-career couple	50.00% 7	21.43% 3	21.43% 3	7.14% 1	14
Cost of living	57.14% 8	21.43% 3	14.29% 2	7.14% 1	14
Commuting to and from work	57.14% 8	28.57% 4	14.29% 2	0.00% 0	14
Childcare	28.57% 4	14.29% 2	7.14% 1	50.00% 7	14
Your health	57.14% 8	28.57% 4	7.14% 1	7.14% 1	14
Care of someone who is ill, disabled, aging, and/or in need of special services	35.71% 5	21.43% 3	0.00% 0	42.86% 6	14

Q42

How many children do you have in the following age ranges?

Answered: 14 Skipped: 0

Answer Choices	Average Number	Total Number	Responses
0-5 yrs	0	4	11
6-17 yrs	0	5	12
18-23 yrs	0	1	9
23+ yrs	1	9	11

Total Respondents: 14

Q43

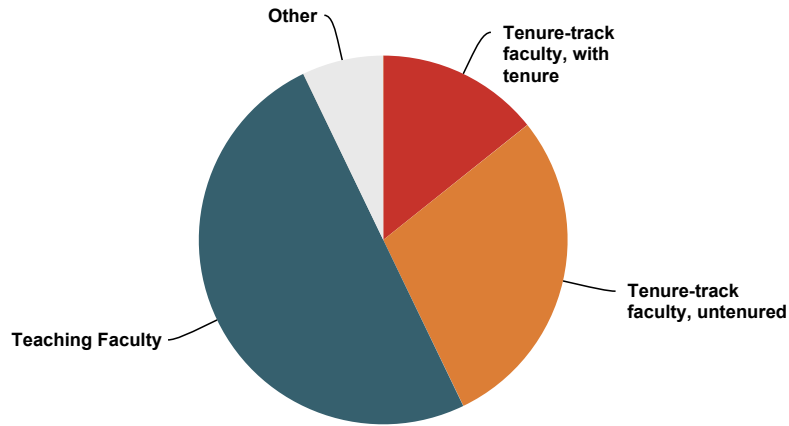
Do you have any additional comments about hiring and retention? (optional)

Answered: 2 Skipped: 12

Q44

What is your current position?

Answered: 14 Skipped: 0



Answer Choices	Responses	
Tenure-track faculty, with tenure	14.29%	2
Tenure-track faculty, untenured	28.57%	4
Teaching Faculty	50.00%	7
Research Faculty	0.00%	0
Library Faculty	0.00%	0
Other	7.14%	1
I prefer not to say	0.00%	0
Total		14

Q45

For how long have you been a faculty member at CSM?

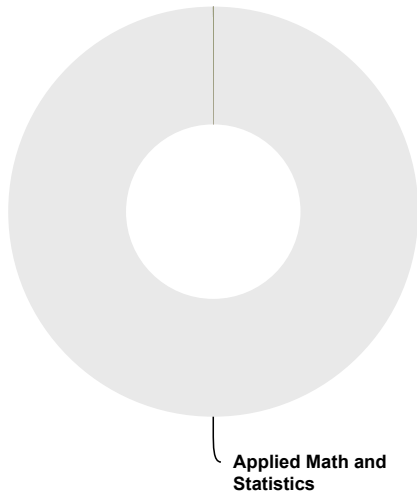
Answered: 14 Skipped: 0

Answer Choices	Responses	
1-3 years	35.71%	5
4-9 years	21.43%	3
10+ years	28.57%	4
I prefer not to say	14.29%	2
Total		14

Q46

In which department/unit is your primary appointment?

Answered: 14 Skipped: 0



Answer Choices	Responses	
Chemical and Biological Engineering	0.00%	0
Chemistry and Geochemistry	0.00%	0
Metallurgical and Materials Engineering	0.00%	0
Physics	0.00%	0
Applied Math and Statistics	100.00%	14
Civil and Environmental Engineering	0.00%	0
Electrical Engineering and Computer Science	0.00%	0
Mechanical Engineering	0.00%	0
Economics and Business	0.00%	0
Geology and Geological Engineering	0.00%	0
Geophysics	0.00%	0
Liberal Arts and International Studies	0.00%	0
Library	0.00%	0
Military Science/ROTC	0.00%	0
Mining Engineering	0.00%	0
Petroleum Engineering	0.00%	0
Physical Education and Athletics	0.00%	0
I prefer not to say	0.00%	0
Total		14

Q47

Gender

Answered: 14 Skipped: 0

Answer Choices	Responses	
Male	50.00%	7
Female	21.43%	3
I prefer not to say	28.57%	4
Total		14

Q48

Race/ethnicity

Answered: 14 Skipped: 0

Answer Choices	Responses	
Black	0.00%	0
American Indian/Alaska Native	0.00%	0
Asian/Pacific Islander	7.14%	1
Hispanic	7.14%	1
White	71.43%	10
I prefer not to say	14.29%	2
Total		14

Q49

If you selected "I prefer not to say" to any of the questions above, why did you do so? (optional)

Answered: 4 Skipped: 10

Q50

Are there any comments you wish to make about faculty issues, or about this survey in particular? (optional)

Answered: 3 Skipped: 11