

CSM Faculty Climate Survey - Results for Chemical and Biological Engineering

These are survey results for faculty who indicated they were in Chemical and Biological Engineering only.

All Pages

8 responses

238 days (January 21, 2014 - now)

21 views

Q1

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

Answered: 8 Skipped: 0

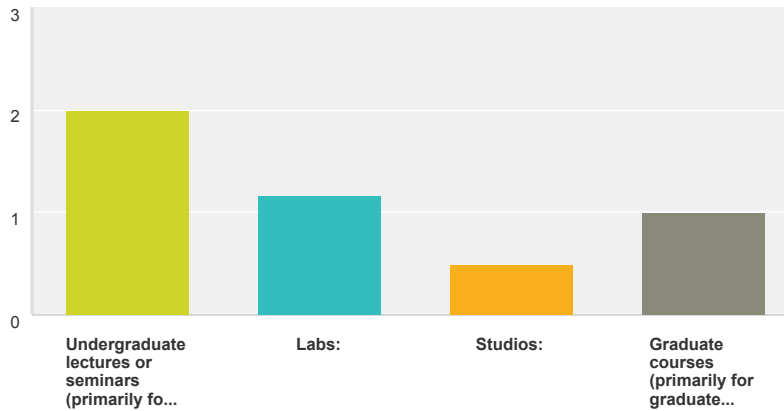
Answer Choices	Average Number	Total Number	Responses
Total number of sections/courses taught:	4	33	8
Total distinct preps (# sections):	3	21	7
Total credit hours delivered:	12	98	8
Total credit hours bought-out for research:	1	6	8
Total students in all sections:	102	817	8

Total Respondents: 8

Q2

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

Answered: 8 Skipped: 0



Answer Choices	Average Number	Total Number	Responses
Undergraduate lectures or seminars (primarily for undergraduates):	2	16	8
Labs:	1	7	6
Studios:	1	3	6
Graduate courses (primarily for graduate students):	1	7	7

Total Respondents: 8

Q3

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

Answered: 8 Skipped: 0

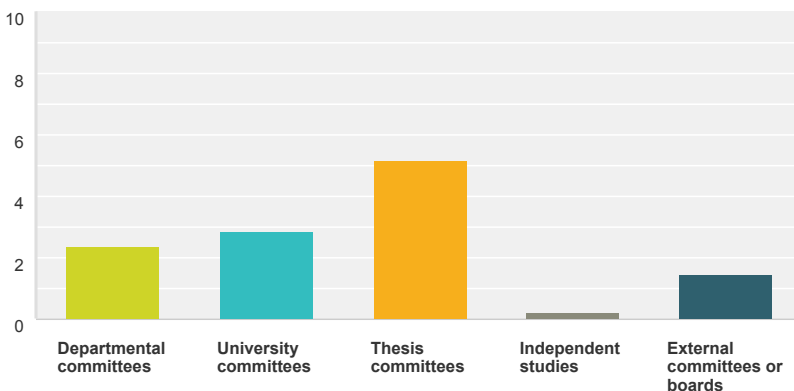
Answer Choices	Responses	
Yes, research related (e.g. charge-outs)	25.00%	2
Yes, service or administration related (e.g. program director, dept head., etc.)	12.50%	1
Yes, for other reasons	12.50%	1
No	50.00%	4

Total Respondents: 8

Q4

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

Answered: 8 Skipped: 0



Answer Choices	Average Number	Total Number	Responses
Departmental committees	2	19	8
University committees	3	20	7
Thesis committees	5	36	7
Independent studies	0	1	5
External committees or boards	1	10	7

Total Respondents: 8

Q5

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

Answered: 8 Skipped: 0

	Never	Yes, during 2013 FDR	Yes, prior service	Total Respondents

Course coordinator	50.00% 4	25.00% 2	25.00% 2	8
Director of center, program, or institute	75.00% 6	12.50% 1	12.50% 1	8
Chair of a departmental or university committee	75.00% 6	12.50% 1	12.50% 1	8
Other administrative capacity (e.g. assistant dept head)	75.00% 6	12.50% 1	12.50% 1	8
Director or Head of department/division	100.00% 8	0.00% 0	0.00% 0	8

Q6

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

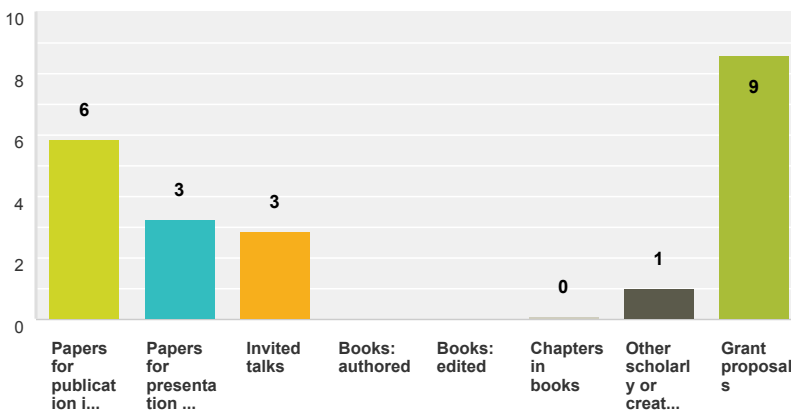
Answered: 5 Skipped: 3

	Teaching relief	Extra compensation	No	Total Respondents
Director or Head of department/division	0.00% 0	0.00% 0	100.00% 3	3
Director of center, program, or institute	0.00% 0	0.00% 0	100.00% 3	3
Chair of a committee	0.00% 0	0.00% 0	100.00% 5	5
Course coordinator	0.00% 0	0.00% 0	100.00% 5	5
Other administrative capacity (e.g. assistant dept head)	25.00% 1	25.00% 1	75.00% 3	4

Q7

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

Answered: 8 Skipped: 0



Answer Choices	Average Number	Total Number	Responses
Papers for publication in peer-reviewed journals	6	47	8
Papers for presentation at conferences	3	26	8
Invited talks	3	23	8
Books: authored	0	0	7
Books: edited	0	0	7
Chapters in books	0	1	8
Other scholarly or creative works	1	7	7
Grant proposals	9	69	8

Total Respondents: 8

Q8

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

Answered: 8 Skipped: 0

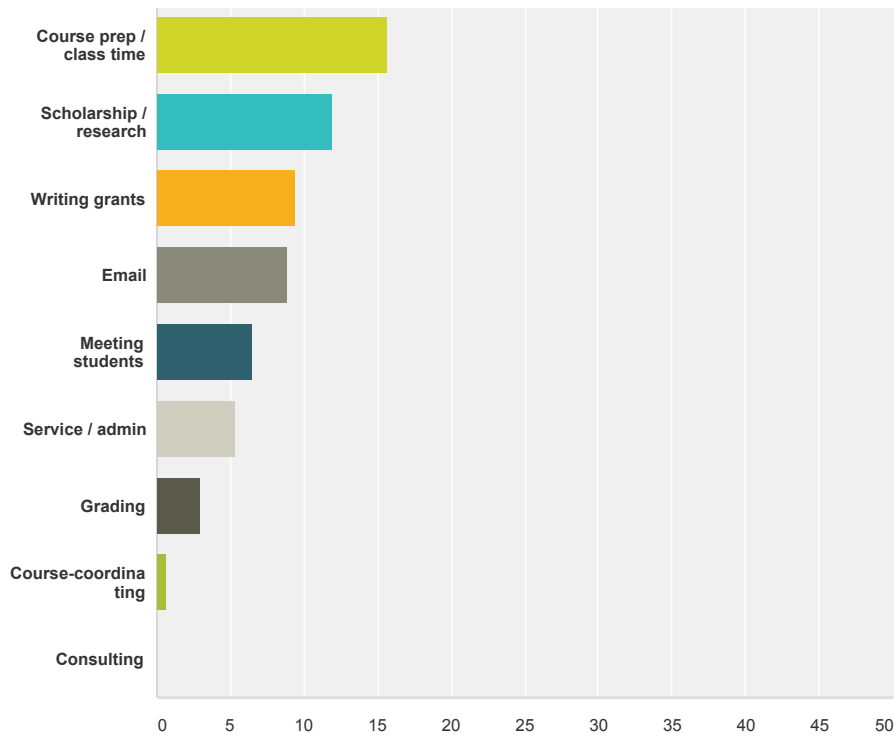
Answer Choices	Average Number	Total Number	Responses
# MS students/advises	1	6	7
# PhD students/advises	4	32	8

Total Respondents: 8

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: 8 Skipped: 0



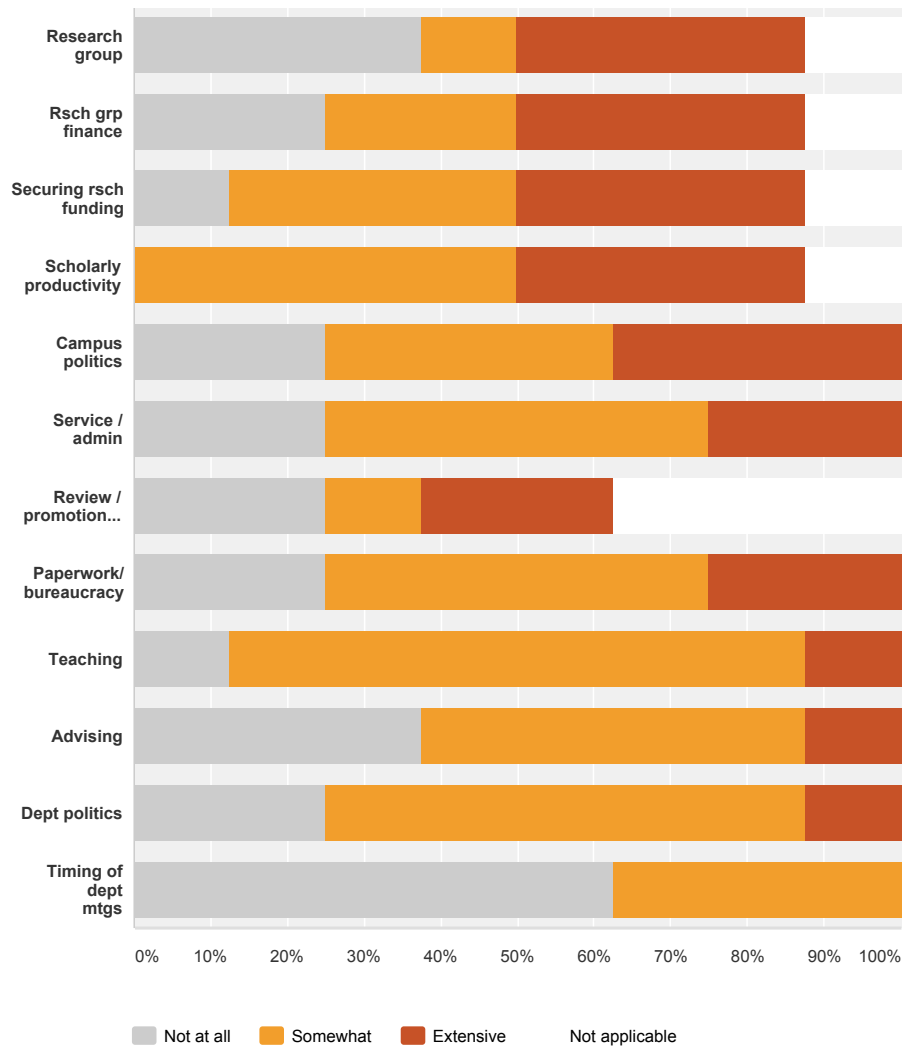
Answer Choices	Average Number	Total Number	Responses
Course prep / class time	16	125	8
Scholarship / research	12	95	8
Writing grants	9	75	8
Email	9	71	8
Meeting students	7	52	8
Service / admin	5	43	8
Grading	3	23	8
Course-coordinating	1	5	8
Consulting	0	0	8

Total Respondents: 8

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: 8 Skipped: 0

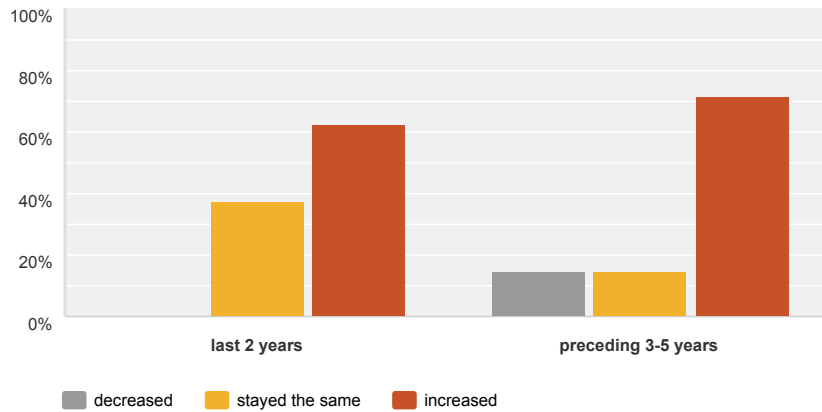


	Not at all	Somewhat	Extensive	Not applicable	Total
Research group	37.50% 3	12.50% 1	37.50% 3	12.50% 1	8
Rsch grp finance	25.00% 2	25.00% 2	37.50% 3	12.50% 1	8
Securing rsch funding	12.50% 1	37.50% 3	37.50% 3	12.50% 1	8
Scholarly productivity	0.00% 0	50.00% 4	37.50% 3	12.50% 1	8
Campus politics	25.00% 2	37.50% 3	37.50% 3	0.00% 0	8
Service / admin	25.00% 2	50.00% 4	25.00% 2	0.00% 0	8
Review / promotion process	25.00% 2	12.50% 1	25.00% 2	37.50% 3	8
Paperwork/ bureaucracy	25.00% 2	50.00% 4	25.00% 2	0.00% 0	8
Teaching	12.50% 1	75.00% 6	12.50% 1	0.00% 0	8
Advising	37.50% 3	50.00% 4	12.50% 1	0.00% 0	8
Dept politics	25.00% 2	62.50% 5	12.50% 1	0.00% 0	8
Timing of dept mtgs	62.50% 5	37.50% 3	0.00% 0	0.00% 0	8

Q11

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

Answered: 8 Skipped: 0

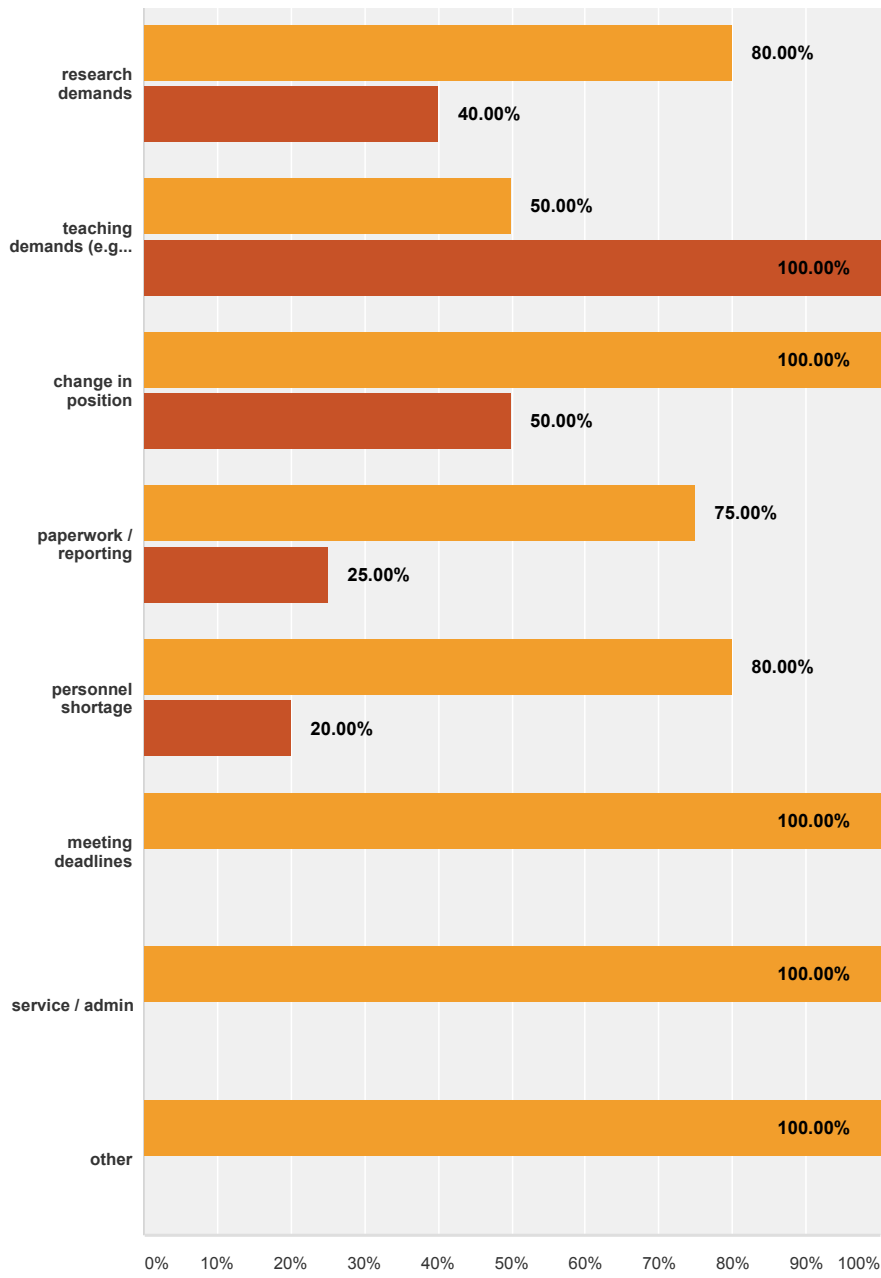


	decreased	stayed the same	increased	Total
last 2 years	0.00% 0	37.50% 3	62.50% 5	8
preceding 3-5 years	14.29% 1	14.29% 1	71.43% 5	7

Q12

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

Answered: 6 Skipped: 2



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

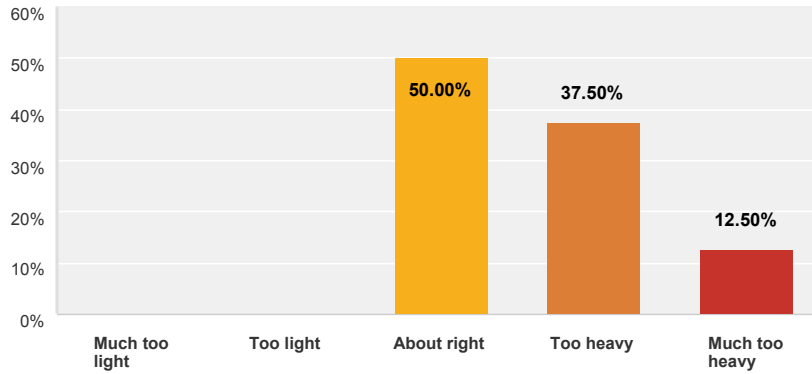
	contributed to increase (check all that apply)	single most significant factor (check one)	Total Respondents
research demands	80.00% 4	40.00% 2	5
teaching demands (e.g. increased student numbers)	50.00% 1	100.00% 2	2
change in position	100.00% 2	50.00% 1	2
paperwork / reporting	75.00% 3	25.00% 1	4
personnel shortage	80.00% 4	20.00% 1	5
meeting deadlines	100.00% 3	0.00% 0	3
service / admin	100.00% 2	0.00% 0	2

other	100.00% 2	0.00% 0	2
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Q13

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

Answered: 8 Skipped: 0



Answer Choices	Responses
Much too light	0.00% 0
Too light	0.00% 0
About right	50.00% 4
Too heavy	37.50% 3
Much too heavy	12.50% 1
Total	8

Q14

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

Answered: 4 Skipped: 4

Q15

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

Answered: 8 Skipped: 0

	Very dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Very satisfied	Not applicable	Total
Salary	37.50% 3	12.50% 1	0.00% 0	37.50% 3	12.50% 1	0.00% 0	8
Start-up funds	0.00% 0	12.50% 1	12.50% 1	25.00% 2	12.50% 1	37.50% 3	8
Length of contract	0.00% 0	12.50% 1	37.50% 3	0.00% 0	37.50% 3	12.50% 1	8
Benefits	0.00% 0	0.00% 0	12.50% 1	25.00% 2	62.50% 5	0.00% 0	8

Q16

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

Answered: 8 Skipped: 0

	Very dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Very satisfied	Not applicable	Total
Staff support	50.00% 4	0.00% 0	0.00% 0	12.50% 1	37.50% 3	0.00% 0	8
Support for submitting grants	37.50% 3	12.50% 1	12.50% 1	12.50% 1	0.00% 0	25.00% 2	8
Availability of nearby parking	12.50% 1	25.00% 2	25.00% 2	0.00% 0	25.00% 2	12.50% 1	8
Lab or research space	12.50% 1	25.00% 2	0.00% 0	37.50% 3	0.00% 0	25.00% 2	8
Classroom space	12.50% 1	25.00% 2	0.00% 0	12.50% 1	50.00% 4	0.00% 0	8
Number or breadth of faculty within department/unit to deliver curriculum	12.50% 1	12.50% 1	25.00% 2	12.50% 1	37.50% 3	0.00% 0	8
Number or breadth of faculty within department/unit to advance research	12.50% 1	0.00% 0	62.50% 5	0.00% 0	25.00% 2	0.00% 0	8
Office space	0.00% 0	0.00% 0	0.00% 0	25.00% 2	75.00% 6	0.00% 0	8
Library resources	0.00% 0	37.50% 3	37.50% 3	25.00% 2	0.00% 0	0.00% 0	8
Computer resources	0.00% 0	25.00% 2	37.50% 3	12.50% 1	12.50% 1	12.50% 1	8
Instructional/classroom technology	0.00% 0	12.50% 1	12.50% 1	37.50% 3	37.50% 3	0.00% 0	8

Q17

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

Answered: 8 Skipped: 0

	Very dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Very satisfied	Not applicable	Total
Access to teaching assistants	25.00% 2	12.50% 1	25.00% 2	12.50% 1	25.00% 2	0.00% 0	8
Quality of graduate students	25.00% 2	37.50% 3	12.50% 1	12.50% 1	0.00% 0	12.50% 1	8
Access to students for research projects	12.50% 1	12.50% 1	37.50% 3	25.00% 2	12.50% 1	0.00% 0	8
Time available for scholarly work	12.50% 1	37.50% 3	12.50% 1	25.00% 2	12.50% 1	0.00% 0	8
Teaching responsibilities	0.00% 0	0.00% 0	25.00% 2	25.00% 2	50.00% 4	0.00% 0	8
Advising responsibilities	0.00% 0	0.00% 0	50.00% 4	37.50% 3	12.50% 1	0.00% 0	8
Intellectual	0.00%	12.50%	12.50%	25.00%	50.00%	0.00%	

stimulation of your work environment	0	1	1	2	4	0	8
Committee and administrative responsibilities	0.00% 0	12.50% 1	62.50% 5	25.00% 2	0.00% 0	0.00% 0	8

Q18

How important are the following to you?:

Answered: 8 Skipped: 0

	Very important	Somewhat important	Neutral	Somewhat unimportant	Not very important	Not applicable	Total
Teaching undergraduate students	87.50% 7	12.50% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	8
Academic freedom	87.50% 7	12.50% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	8
Faculty input in decision-making	87.50% 7	12.50% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	8
Open environment for discussing differing ideas	75.00% 6	25.00% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	8
Conducting research/scholarship	62.50% 5	37.50% 3	0.00% 0	0.00% 0	0.00% 0	0.00% 0	8
Teaching graduate students	62.50% 5	0.00% 0	12.50% 1	12.50% 1	12.50% 1	0.00% 0	8
Intellectual activities with colleagues	62.50% 5	37.50% 3	0.00% 0	0.00% 0	0.00% 0	0.00% 0	8
Engage in student life/ activities	12.50% 1	37.50% 3	25.00% 2	0.00% 0	25.00% 2	0.00% 0	8
Diversity on campus	12.50% 1	62.50% 5	25.00% 2	0.00% 0	0.00% 0	0.00% 0	8
Social activities with colleagues	12.50% 1	50.00% 4	25.00% 2	12.50% 1	0.00% 0	0.00% 0	8
Engage in service/ committee work	0.00% 0	50.00% 4	37.50% 3	12.50% 1	0.00% 0	0.00% 0	8

Q19

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

Answered: 2 Skipped: 6

Q20

Please indicate your agreement or disagreement with the following statements:

Answered: 8 Skipped: 0

	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	Not applicable	Total
The creation of colleges has made my professional life better	50.00% 4	12.50% 1	25.00% 2	12.50% 1	0.00% 0	0.00% 0	8
I feel I am given the opportunity to serve on important	25.00% 2	0.00% 0	37.50% 3	12.50% 1	25.00% 2	0.00% 0	8

committees							
I feel comfortable expressing my views openly	12.50% 1	25.00% 2	12.50% 1	37.50% 3	12.50% 1	0.00% 0	8
My department/unit is a good fit for me	12.50% 1	12.50% 1	0.00% 0	25.00% 2	50.00% 4	0.00% 0	8
My department/unit is a place where individual faculty may comfortably raise personal and/or family responsibilities when scheduling department/unit obligations	12.50% 1	0.00% 0	0.00% 0	37.50% 3	50.00% 4	0.00% 0	8
I am able to make decisions about my areas of responsibility	12.50% 1	12.50% 1	0.00% 0	50.00% 4	25.00% 2	0.00% 0	8
My colleagues value my research/scholarship	0.00% 0	12.50% 1	12.50% 1	25.00% 2	25.00% 2	25.00% 2	8
My colleagues value my contributions to teaching and advising	0.00% 0	0.00% 0	25.00% 2	50.00% 4	25.00% 2	0.00% 0	8
My colleagues value my service and administrative contributions	0.00% 0	12.50% 1	25.00% 2	37.50% 3	25.00% 2	0.00% 0	8
The quality of my scholarship is positively affected by my interactions with CSM colleagues	0.00% 0	0.00% 0	62.50% 5	25.00% 2	12.50% 1	0.00% 0	8
I have to work harder than some of my colleagues to be perceived as a legitimate scholar	0.00% 0	12.50% 1	37.50% 3	37.50% 3	12.50% 1	0.00% 0	8
If I had to decide all over again to be a faculty member at CSM, I would again chose to be here	0.00% 0	37.50% 3	0.00% 0	0.00% 0	62.50% 5	0.00% 0	8

Q21

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

Answered: 8 Skipped: 0

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	Not applicable	Total
I have a voice in decision-making	37.50% 3	12.50% 1	12.50% 1	25.00% 2	12.50% 1	0.00% 0	8
Decision-making is collaborative and transparent	25.00% 2	12.50% 1	12.50% 1	37.50% 3	12.50% 1	0.00% 0	8
Decision-making is fair	25.00% 2	0.00% 0	25.00% 2	12.50% 1	37.50% 3	0.00% 0	8
Department/unit helps me obtain or manage the resources I need	12.50% 1	25.00% 2	0.00% 0	12.50% 1	50.00% 4	0.00% 0	8
Decision-making is efficient	12.50% 1	0.00% 0	37.50% 3	12.50% 1	37.50% 3	0.00% 0	8

Decision-making reflects sound priorities and relevant data	12.50% 1	0.00% 0	37.50% 3	25.00% 2	25.00% 2	0.00% 0	8
I feel comfortable, included, and valued	12.50% 1	25.00% 2	12.50% 1	25.00% 2	25.00% 2	0.00% 0	8
Diversity of opinion is respected and valued	12.50% 1	25.00% 2	12.50% 1	37.50% 3	12.50% 1	0.00% 0	8
Interdisciplinary research is valued and supported	0.00% 0	25.00% 2	12.50% 1	0.00% 0	62.50% 5	0.00% 0	8
Department/unit creates a collegial and supportive environment	0.00% 0	25.00% 2	12.50% 1	25.00% 2	37.50% 3	0.00% 0	8

Q22

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

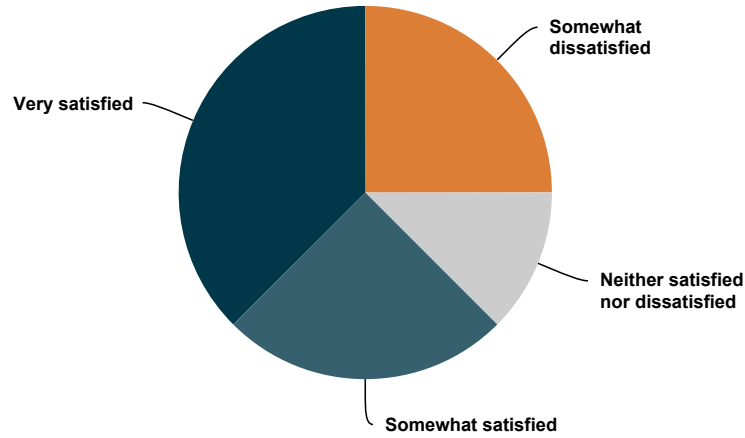
Answered: 8 Skipped: 0

	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	Not applicable	Total
Decision-making is collaborative and transparent	37.50% 3	25.00% 2	37.50% 3	0.00% 0	0.00% 0	0.00% 0	8
Decision-making is efficient	37.50% 3	12.50% 1	25.00% 2	12.50% 1	12.50% 1	0.00% 0	8
I have a voice in decision-making	37.50% 3	12.50% 1	37.50% 3	12.50% 1	0.00% 0	0.00% 0	8
CSM helps me obtain or manage the resources I need	25.00% 2	12.50% 1	25.00% 2	12.50% 1	25.00% 2	0.00% 0	8
Decision-making is fair	25.00% 2	12.50% 1	50.00% 4	12.50% 1	0.00% 0	0.00% 0	8
I feel comfortable, included, and valued	25.00% 2	12.50% 1	25.00% 2	37.50% 3	0.00% 0	0.00% 0	8
Diversity of opinion is respected and valued	25.00% 2	25.00% 2	25.00% 2	25.00% 2	0.00% 0	0.00% 0	8
Decision-making reflects sound priorities and relevant data	12.50% 1	50.00% 4	25.00% 2	12.50% 1	0.00% 0	0.00% 0	8
Interdisciplinary research is valued and supported	0.00% 0	0.00% 0	37.50% 3	37.50% 3	25.00% 2	0.00% 0	8
CSM creates a collegial and supportive environment	0.00% 0	12.50% 1	37.50% 3	37.50% 3	12.50% 1	0.00% 0	8

Q23

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

Answered: 8 Skipped: 0

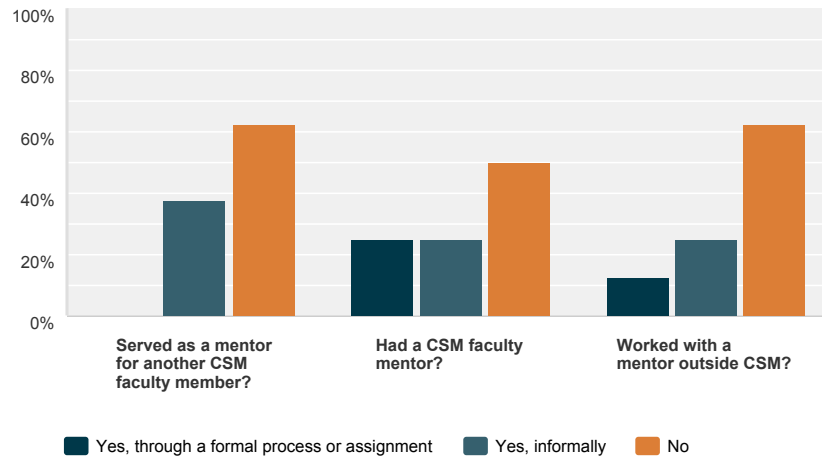


Answer Choices	Responses
Very dissatisfied	0.00% 0
Somewhat dissatisfied	25.00% 2
Neither satisfied nor dissatisfied	12.50% 1
Somewhat satisfied	25.00% 2
Very satisfied	37.50% 3
Total	8

Q24

While at CSM, have you:

Answered: 8 Skipped: 0

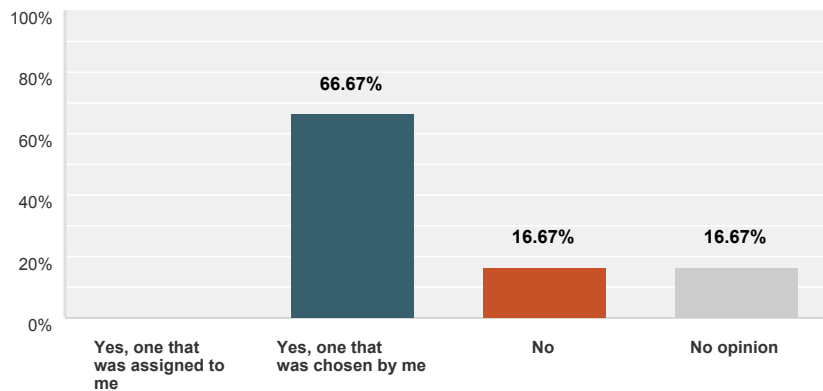


	Yes, through a formal process or assignment	Yes, informally	No	Total
Served as a mentor for another CSM faculty member?	0.00% 0	37.50% 3	62.50% 5	8
Had a CSM faculty mentor?	25.00% 2	25.00% 2	50.00% 4	8
Worked with a	12.50%	25.00%	62.50%	

Q25

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

Answered: 6 Skipped: 2

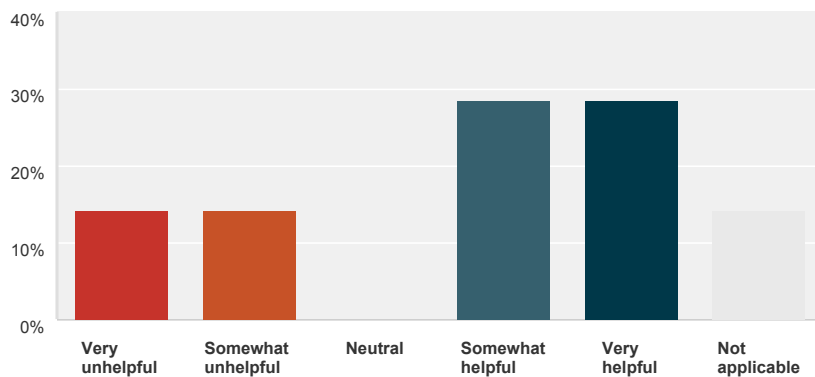


Answer Choices	Responses	
Yes, one that was assigned to me	0.00%	0
Yes, one that was chosen by me	66.67%	4
No	16.67%	1
No opinion	16.67%	1
Total		6

Q26

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

Answered: 7 Skipped: 1



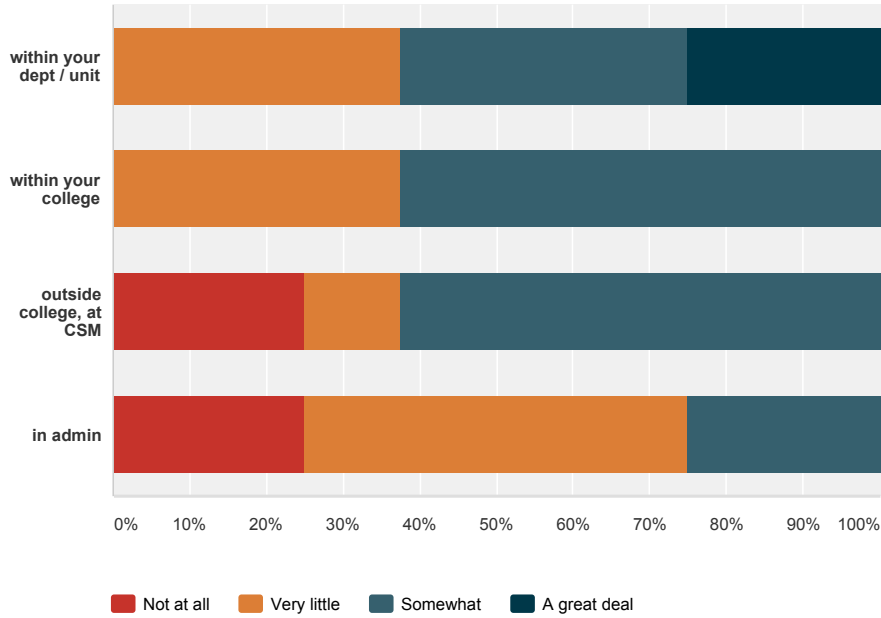
Answer Choices	Responses	
Very unhelpful	14.29%	1
Somewhat unhelpful	14.29%	1
Neutral	0.00%	0
Somewhat helpful	28.57%	2

Very helpful	28.57%	2
Not applicable	14.29%	1
Total		7

Q27

To what extent have you collaborated with colleagues:

Answered: 8 Skipped: 0

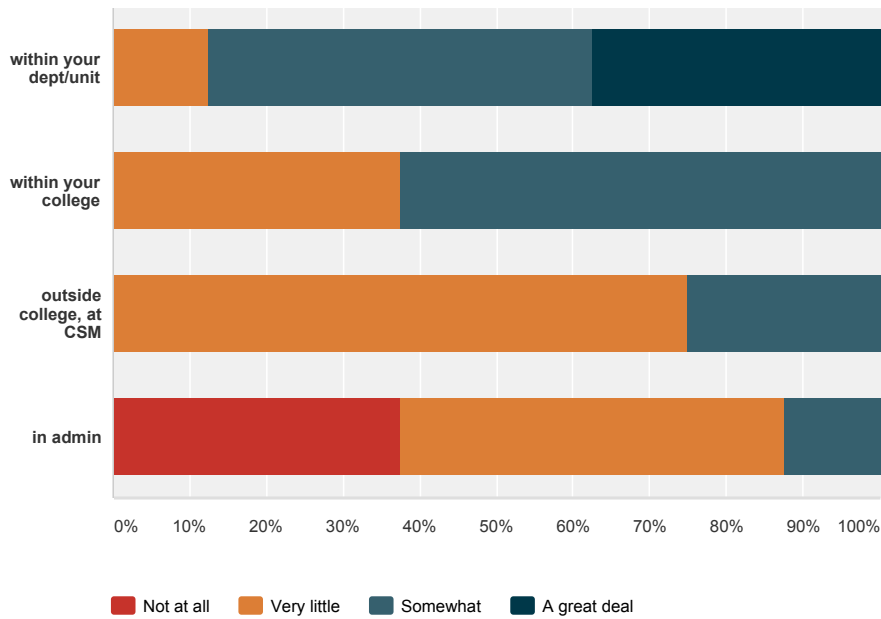


	Not at all	Very little	Somewhat	A great deal	Total
within your dept / unit	0.00% 0	37.50% 3	37.50% 3	25.00% 2	8
within your college	0.00% 0	37.50% 3	62.50% 5	0.00% 0	8
outside college, at CSM	25.00% 2	12.50% 1	62.50% 5	0.00% 0	8
in admin	25.00% 2	50.00% 4	25.00% 2	0.00% 0	8

Q28

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

Answered: 8 Skipped: 0

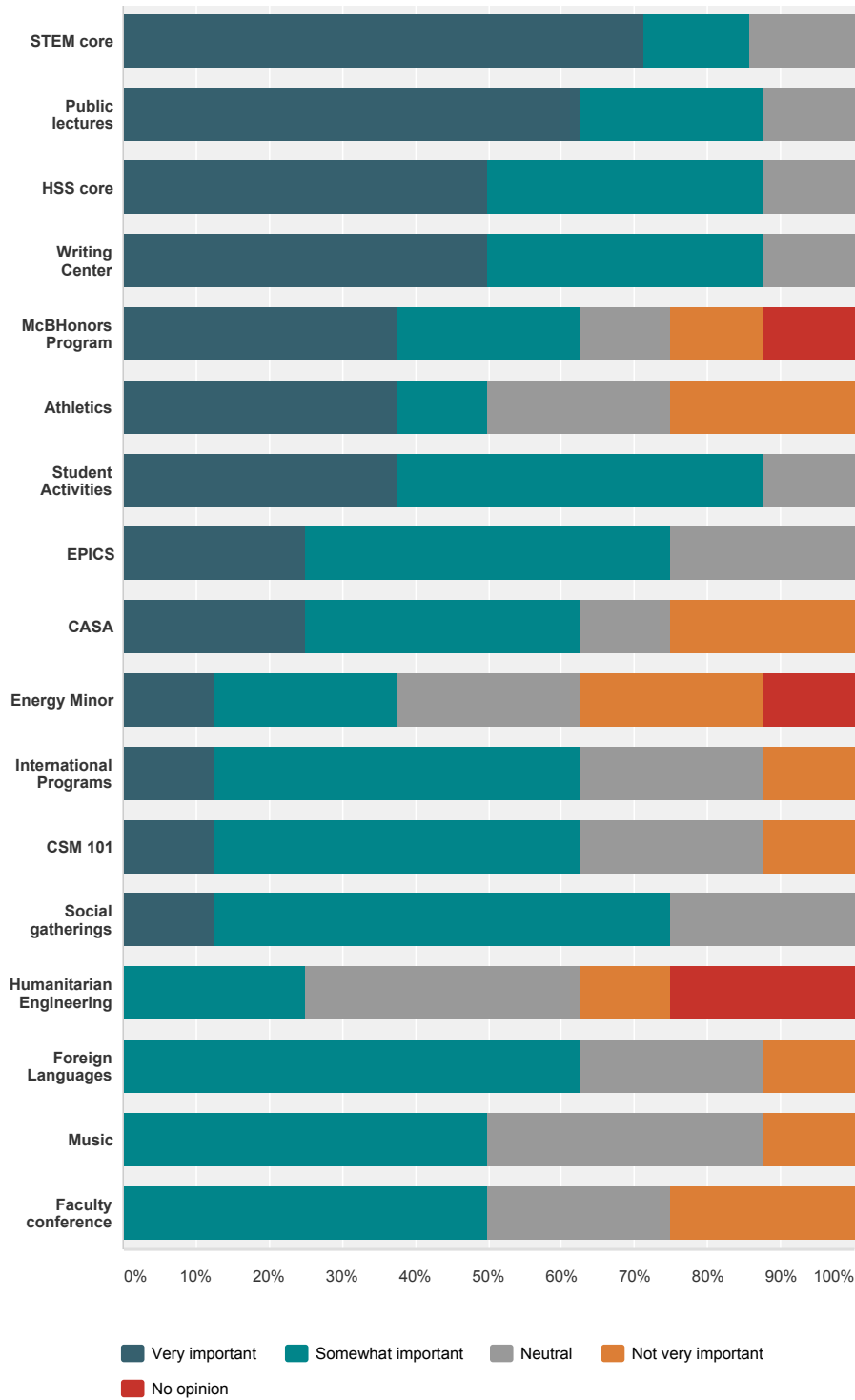


	Not at all	Very little	Somewhat	A great deal	Total
within your dept/unit	0.00% 0	12.50% 1	50.00% 4	37.50% 3	8
within your college	0.00% 0	37.50% 3	62.50% 5	0.00% 0	8
outside college, at CSM	0.00% 0	75.00% 6	25.00% 2	0.00% 0	8
in admin	37.50% 3	50.00% 4	12.50% 1	0.00% 0	8

Q29

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

Answered: 8 Skipped: 0



	Very important	Somewhat important	Neutral	Not very important	No opinion	Total
STEM core	71.43% 5	14.29% 1	14.29% 1	0.00% 0	0.00% 0	7
Public lectures	62.50% 5	25.00% 2	12.50% 1	0.00% 0	0.00% 0	8
HSS core	50.00% 4	37.50% 3	12.50% 1	0.00% 0	0.00% 0	8
Writing Center	50.00% 4	37.50% 3	12.50% 1	0.00% 0	0.00% 0	8
McBHonors Program	37.50% 3	25.00% 2	12.50% 1	12.50% 1	12.50% 1	8
Athletics	37.50% 3	12.50% 1	25.00% 2	25.00% 2	0.00% 0	8
Student	37.50%	50.00%	12.50%	0.00%	0.00%	

Activities	3	4	1	0	0	8
EPICS	25.00% 2	50.00% 4	25.00% 2	0.00% 0	0.00% 0	8
CASA	25.00% 2	37.50% 3	12.50% 1	25.00% 2	0.00% 0	8
Energy Minor	12.50% 1	25.00% 2	25.00% 2	25.00% 2	12.50% 1	8
International Programs	12.50% 1	50.00% 4	25.00% 2	12.50% 1	0.00% 0	8
CSM 101	12.50% 1	50.00% 4	25.00% 2	12.50% 1	0.00% 0	8
Social gatherings	12.50% 1	62.50% 5	25.00% 2	0.00% 0	0.00% 0	8
Humanitarian Engineering	0.00% 0	25.00% 2	37.50% 3	12.50% 1	25.00% 2	8
Foreign Languages	0.00% 0	62.50% 5	25.00% 2	12.50% 1	0.00% 0	8
Music	0.00% 0	50.00% 4	37.50% 3	12.50% 1	0.00% 0	8
Faculty conference	0.00% 0	50.00% 4	25.00% 2	25.00% 2	0.00% 0	8

Q30

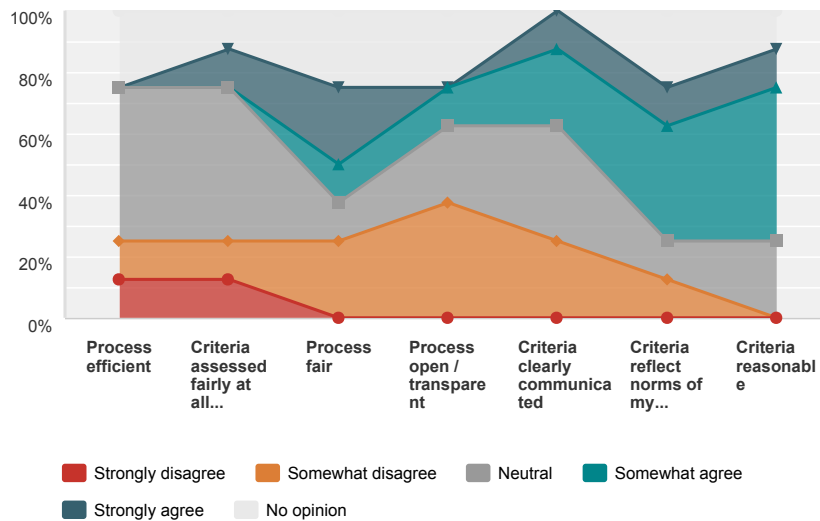
Do you have any additional comments about mentorship and collaboration? (optional)

Answered: 1 Skipped: 7

Q31

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

Answered: 8 Skipped: 0



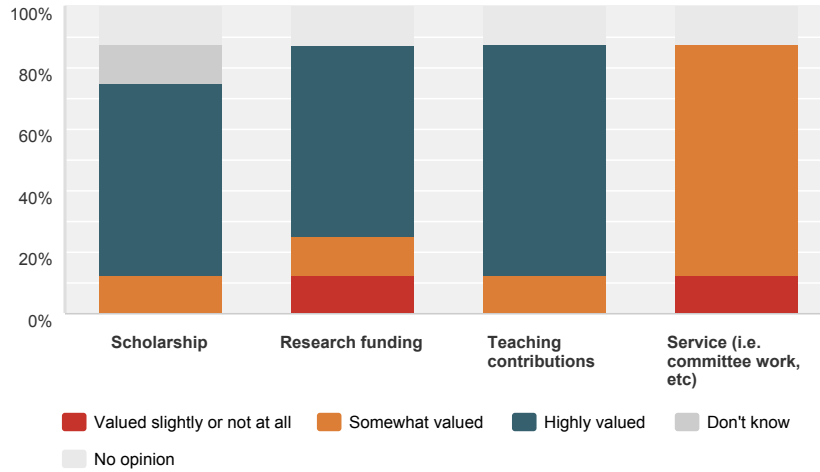
	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	No opinion	Total
Process efficient	12.50% 1	12.50% 1	50.00% 4	0.00% 0	0.00% 0	25.00% 2	8

Criteria assessed fairly at all levels	12.50% 1	12.50% 1	50.00% 4	0.00% 0	12.50% 1	12.50% 1	8
Process fair	0.00% 0	25.00% 2	12.50% 1	12.50% 1	25.00% 2	25.00% 2	8
Process open / transparent	0.00% 0	37.50% 3	25.00% 2	12.50% 1	0.00% 0	25.00% 2	8
Criteria clearly communicated	0.00% 0	25.00% 2	37.50% 3	25.00% 2	12.50% 1	0.00% 0	8
Criteria reflect norms of my discipline	0.00% 0	12.50% 1	12.50% 1	37.50% 3	12.50% 1	25.00% 2	8
Criteria reasonable	0.00% 0	0.00% 0	25.00% 2	50.00% 4	12.50% 1	12.50% 1	8

Q32

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

Answered: 8 Skipped: 0

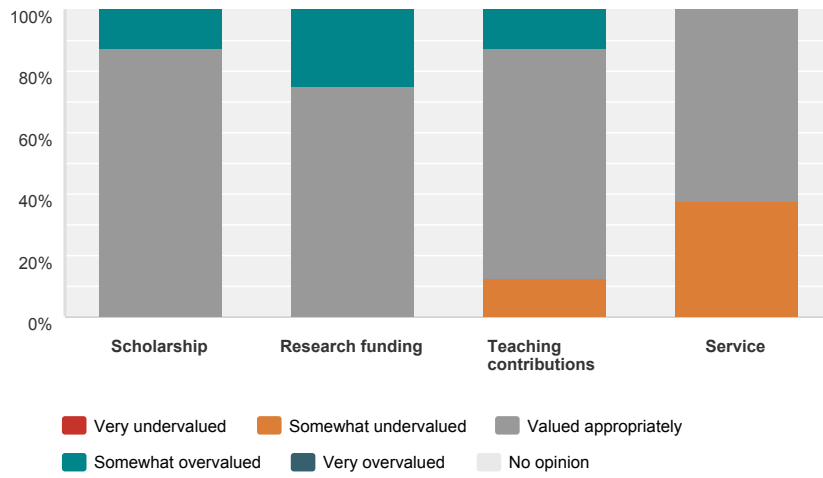


	Valued slightly or not at all	Somewhat valued	Highly valued	Don't know	No opinion	Total
Scholarship	0.00% 0	12.50% 1	62.50% 5	12.50% 1	12.50% 1	8
Research funding	12.50% 1	12.50% 1	62.50% 5	0.00% 0	12.50% 1	8
Teaching contributions	0.00% 0	12.50% 1	75.00% 6	0.00% 0	12.50% 1	8
Service (i.e. committee work, etc)	12.50% 1	75.00% 6	0.00% 0	0.00% 0	12.50% 1	8

Q33

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

Answered: 8 Skipped: 0



	Very undervalued	Somewhat undervalued	Valued appropriately	Somewhat overvalued	Very overvalued	No opinion	Total
Scholarship	0.00% 0	0.00% 0	87.50% 7	12.50% 1	0.00% 0	0.00% 0	8
Research funding	0.00% 0	0.00% 0	75.00% 6	25.00% 2	0.00% 0	0.00% 0	8
Teaching contributions	0.00% 0	12.50% 1	75.00% 6	12.50% 1	0.00% 0	0.00% 0	8
Service	0.00% 0	37.50% 3	62.50% 5	0.00% 0	0.00% 0	0.00% 0	8

Q34

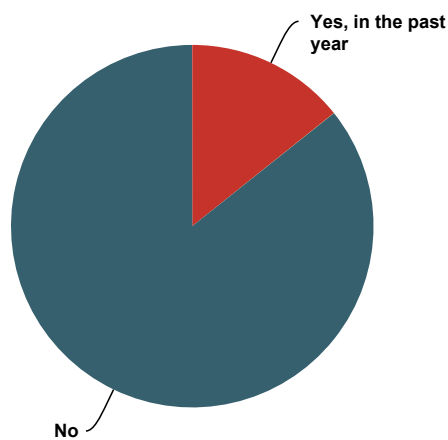
Do you have any additional comments about promotion and/or tenure? (optional)

Answered: 0 Skipped: 8

Q35

Have you applied for a job at another university recently?

Answered: 7 Skipped: 1

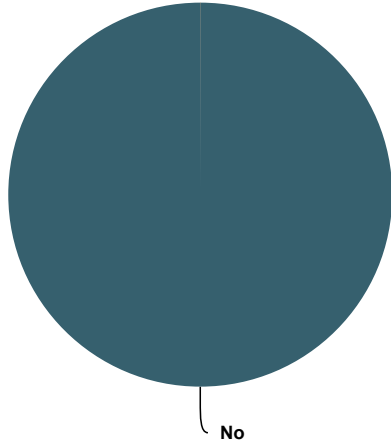


Yes, in the past year	14.29%	1
Yes, in the past 2-3 years	0.00%	0
Yes, in the past 3-5 years	0.00%	0
No	85.71%	6
Total		7

Q36

Have you applied for a job outside academia recently?

Answered: 8 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%	8
Total		8

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: 7 Skipped: 1

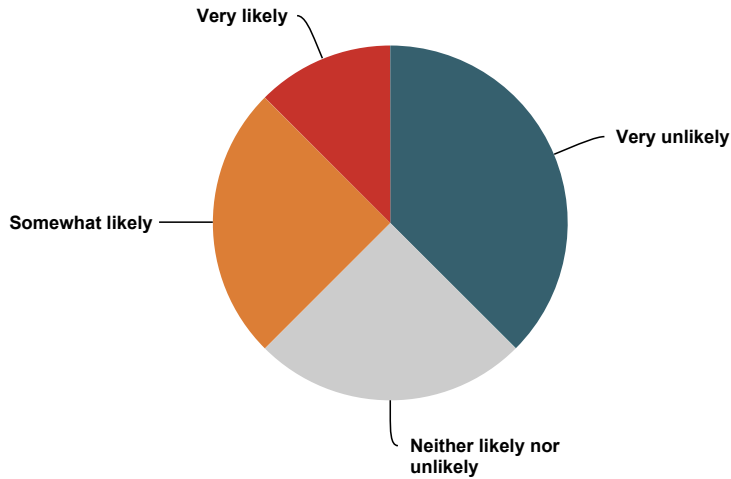
Answer Choices	Responses	
Salary	0.00%	0
Course load	0.00%	0
Administrative responsibilities	0.00%	0
Leave time	0.00%	0
Summer salary	0.00%	0
Special timing of the tenure clock	0.00%	0

Equipment/laboratory/research start-up	0.00%	0
Employment for spouse/partner	0.00%	0
Received offer, but did not take to CSM leadership	0.00%	0
Not applicable	100.00%	7
Total Respondents: 7		

Q38

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

Answered: 8 Skipped: 0



Answer Choices	Responses	
Very unlikely	37.50%	3
Somewhat unlikely	0.00%	0
Neither likely nor unlikely	25.00%	2
Somewhat likely	25.00%	2
Very likely	12.50%	1
Total		8

Q39

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

Answered: 8 Skipped: 0

	Not at all	To some extent	To a great extent	Not applicable	Total
To increase your salary	25.00% 2	37.50% 3	37.50% 3	0.00% 0	8
To enhance your career in other ways	12.50% 1	50.00% 4	37.50% 3	0.00% 0	8
To find a more supportive work environment	50.00% 4	25.00% 2	25.00% 2	0.00% 0	8
To find a more satisfying intellectual environment	25.00% 2	50.00% 4	25.00% 2	0.00% 0	8

To increase your time to do research	50.00% 4	25.00% 2	25.00% 2	0.00% 0	8
Great opportunities in my field	37.50% 3	37.50% 3	25.00% 2	0.00% 0	8
To reduce stress	12.50% 1	50.00% 4	12.50% 1	25.00% 2	8
To reduce workload	12.50% 1	50.00% 4	12.50% 1	25.00% 2	8
To improve your prospects for tenure	62.50% 5	12.50% 1	0.00% 0	25.00% 2	8
To pursue a nonacademic job	50.00% 4	25.00% 2	0.00% 0	25.00% 2	8
To address child-related issues	25.00% 2	37.50% 3	0.00% 0	37.50% 3	8
To improve the employment situation of your spouse/partner	37.50% 3	37.50% 3	0.00% 0	25.00% 2	8
To lower your cost of living	75.00% 6	0.00% 0	0.00% 0	25.00% 2	8
Retirement	50.00% 4	25.00% 2	0.00% 0	25.00% 2	8
Benefits	62.50% 5	12.50% 1	0.00% 0	25.00% 2	8
To live elsewhere	50.00% 4	37.50% 3	0.00% 0	12.50% 1	8

Q40

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

Answered: 8 Skipped: 0

	Not at all	To some extent	To a great extent	Not applicable	Total
Living in the area	12.50% 1	25.00% 2	62.50% 5	0.00% 0	8
Benefits	12.50% 1	25.00% 2	50.00% 4	12.50% 1	8
Supportive work environment	25.00% 2	37.50% 3	37.50% 3	0.00% 0	8
Open intellectual environment	12.50% 1	50.00% 4	37.50% 3	0.00% 0	8
Retirement	25.00% 2	25.00% 2	37.50% 3	12.50% 1	8
Time to do research	37.50% 3	37.50% 3	25.00% 2	0.00% 0	8
Lack of opportunities in my field	50.00% 4	12.50% 1	25.00% 2	12.50% 1	8
Salary	62.50% 5	25.00% 2	12.50% 1	0.00% 0	8
Tenure or prospects for tenure	37.50% 3	12.50% 1	12.50% 1	37.50% 3	8
Other career benefits	37.50% 3	50.00% 4	12.50% 1	0.00% 0	8
Child-related issues	12.50% 1	37.50% 3	12.50% 1	37.50% 3	8
Employment situation of your spouse/partner	25.00% 2	37.50% 3	12.50% 1	25.00% 2	8
Stress level	37.50%	62.50%	0.00%	0.00%	

	3	5	0	0	8
Workload	25.00% 2	75.00% 6	0.00% 0	0.00% 0	8
Cost of living	37.50% 3	62.50% 5	0.00% 0	0.00% 0	8

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: 8 Skipped: 0

	Not at all	Somewhat	Extensive	Not applicable	Total
Managing household responsibilities	0.00% 0	62.50% 5	37.50% 3	0.00% 0	8
Childcare	0.00% 0	37.50% 3	37.50% 3	25.00% 2	8
Being part of a dual-career couple	25.00% 2	25.00% 2	25.00% 2	25.00% 2	8
Time to spend with family	0.00% 0	75.00% 6	25.00% 2	0.00% 0	8
Care of someone who is ill, disabled, aging, and/or in need of special services	12.50% 1	37.50% 3	12.50% 1	37.50% 3	8
Cost of living	37.50% 3	50.00% 4	12.50% 1	0.00% 0	8
Your health	62.50% 5	12.50% 1	0.00% 0	25.00% 2	8
Commuting to and from work	37.50% 3	62.50% 5	0.00% 0	0.00% 0	8

Q42

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

Answered: 8 Skipped: 0

Answer Choices	Average Number	Total Number	Responses
0-5 yrs	1	8	7
6-17 yrs	1	6	5
18-23 yrs	0	0	4
23+ yrs	1	3	4

Total Respondents: 8

Q43

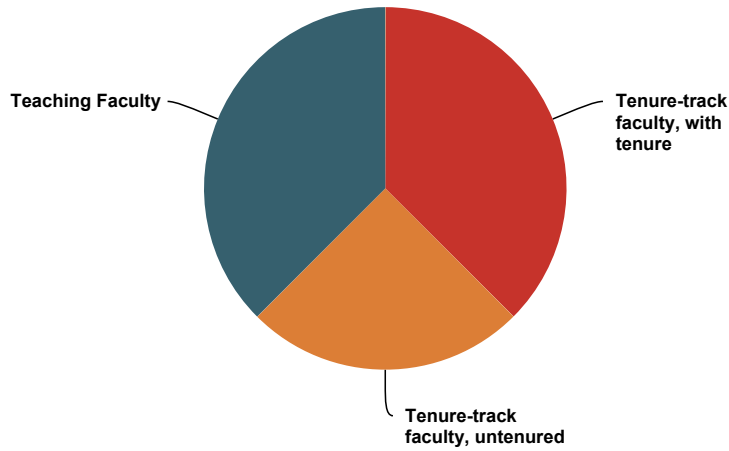
Do you have any additional comments about hiring and retention? (optional)

Answered: 2 Skipped: 6

Q44

What is your current position?

Answered: 8 Skipped: 0



Answer Choices	Responses	
Tenure-track faculty, with tenure	37.50%	3
Tenure-track faculty, untenured	25.00%	2
Teaching Faculty	37.50%	3
Research Faculty	0.00%	0
Library Faculty	0.00%	0
Other	0.00%	0
I prefer not to say	0.00%	0
Total		8

Q45

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

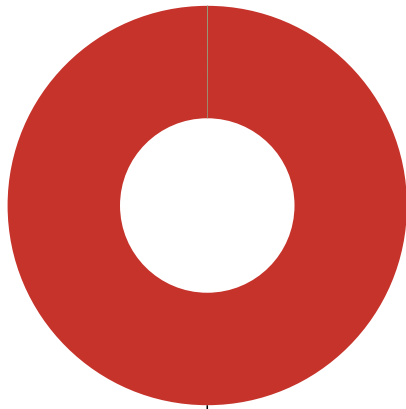
Answered: 8 Skipped: 0

Answer Choices	Responses	
1-3 years	12.50%	1
4-9 years	50.00%	4
10+ years	37.50%	3
I prefer not to say	0.00%	0
Total		8

Q46

In which department/unit is your primary appointment?

Answered: 8 Skipped: 0



**Chemical and
Biological
Engineering**

Answer Choices	Responses	
Chemical and Biological Engineering	100.00%	8
Chemistry and Geochemistry	0.00%	0
Metallurgical and Materials Engineering	0.00%	0
Physics	0.00%	0
Applied Math and Statistics	0.00%	0
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		8

Q47

Gender

Answered: 8 Skipped: 0

Answer Choices	Responses	
Male	62.50%	5
Female	37.50%	3
I prefer not to say	0.00%	0
Total		8

Q48

Race/ethnicity

Answered: 8 Skipped: 0

Answer Choices	Responses	
Black	0.00%	0
American Indian/Alaska Native	0.00%	0
Asian/Pacific Islander	0.00%	0
Hispanic	12.50%	1
White	87.50%	7
I prefer not to say	0.00%	0
Total		8

Q49

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

Answered: 0 Skipped: 8

Q50

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

Answered: 2 Skipped: 6