

CSM Faculty Climate Survey - Chemistry & Geochemistry

These are the summary results for Chemistry and Geochemistry 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: 11 Skipped: 0

Answer Choices	Average Number	Total Number	Responses
Total number of sections/courses taught:	4	49	11
Total distinct preps (# sections):	3	35	11
Total credit hours delivered:	8	68	9
Total credit hours bought-out for research:	0	3	11
Total students in all sections:	250	2,752	11
Total Respondents: 11			

11 responses

238 days (January 21, 2014 - now)

8 views

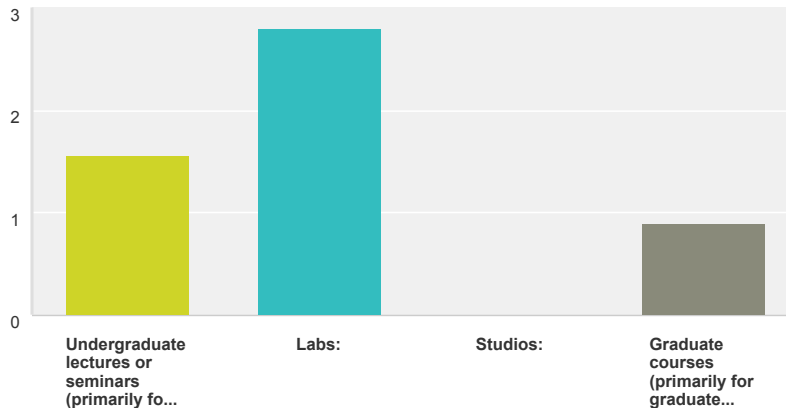
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Q2

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

Answered: 11 Skipped: 0



Answer Choices	Average Number	Total Number	Responses
Undergraduate lectures or seminars (primarily for undergraduates):	2	14	9
Labs:	3	28	10
Studios:	0	0	6
Graduate courses (primarily for graduate students):	1	9	10
Total Respondents: 11			

Q3

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

Answered: 11 Skipped: 0

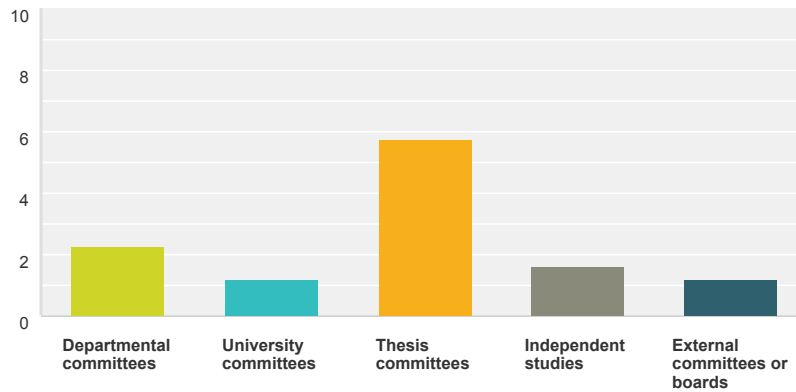
Answer Choices	Responses	
Yes, research related (e.g. charge-outs)	0.00%	0
Yes, service or administration related (e.g. program director, dept head., etc.)	0.00%	0
Yes, for other reasons	27.27%	3
No	72.73%	8

Total Respondents: 11

Q4

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

Answered: 11 Skipped: 0



Answer Choices	Average Number	Total Number	Responses
Departmental committees	2	25	11
University committees	1	12	10
Thesis committees	6	63	11
Independent studies	2	16	10
External committees or boards	1	12	10

Total Respondents: 11

Q5

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

Answered: 11 Skipped: 0

	Never	Yes, during 2013 FDR	Yes, prior service	Total Respondents
Course coordinator	72.73% 8	27.27% 3	9.09% 1	11
Director of center, program, or institute	63.64% 7	18.18% 2	27.27% 3	11
Chair of a departmental or university committee	63.64% 7	18.18% 2	27.27% 3	11
Other administrative capacity (e.g. assistant dept head)	81.82% 9	9.09% 1	9.09% 1	11
Director or Head of department/division	90.91% 10	0.00% 0	9.09% 1	11

Q6

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

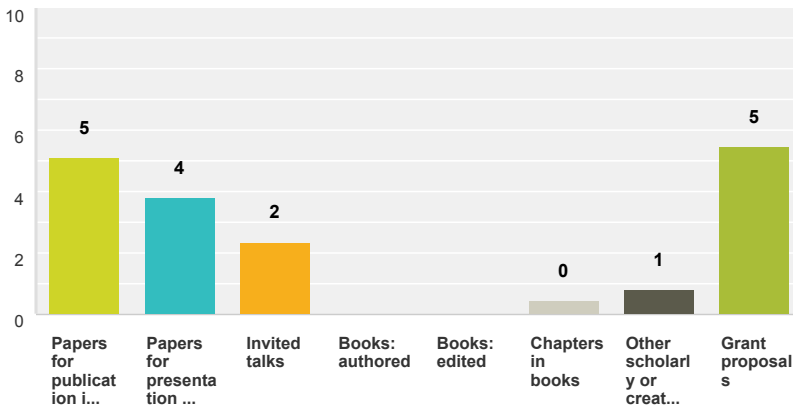
Answered: 8 Skipped: 3

	Teaching relief	Extra compensation	No	Total Respondents
Director or Head of department/division	0.00% 0	33.33% 1	66.67% 2	3
Director of center, program, or institute	0.00% 0	0.00% 0	100.00% 4	4
Chair of a committee	0.00% 0	0.00% 0	100.00% 6	6
Course coordinator	0.00% 0	0.00% 0	100.00% 5	5
Other administrative capacity (e.g. assistant dept head)	0.00% 0	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: 11 Skipped: 0



Answer Choices	Average Number	Total Number	Responses
Papers for publication in peer-reviewed journals	5	56	11
Papers for presentation at conferences	4	42	11
Invited talks	2	26	11
Books: authored	0	0	9
Books: edited	0	0	9
Chapters in books	0	5	11
Other scholarly or creative works	1	7	9
Grant proposals	5	60	11

Total Respondents: 11

Q8

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

Answered: 11 Skipped: 0

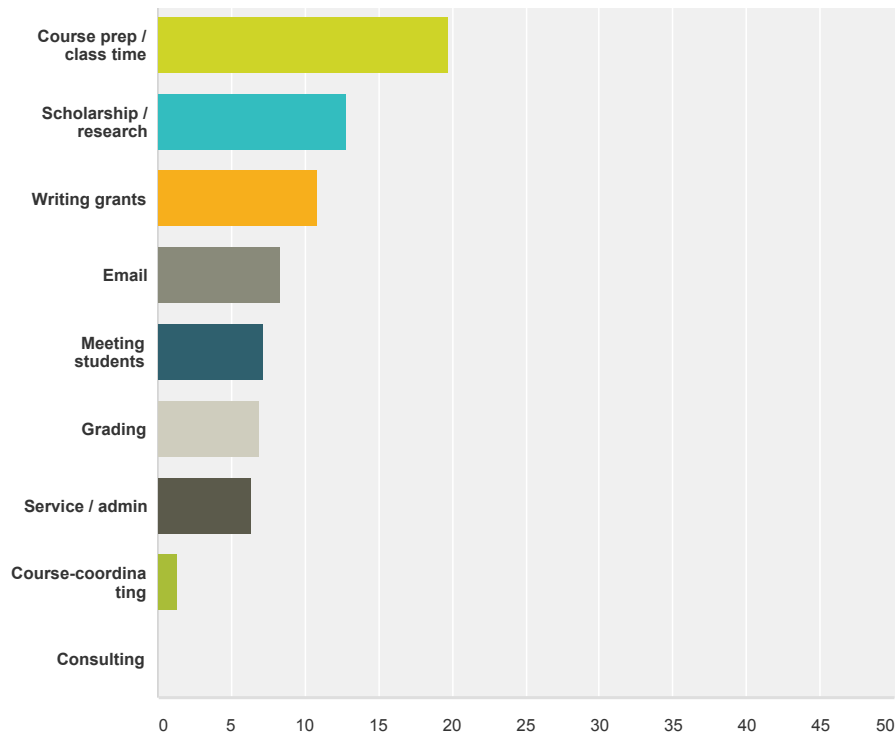
Answer Choices	Average Number	Total Number	Responses
# MS students/advises	1	5	10
# PhD students/advises	3	38	11

Total Respondents: 11

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: 11 Skipped: 0



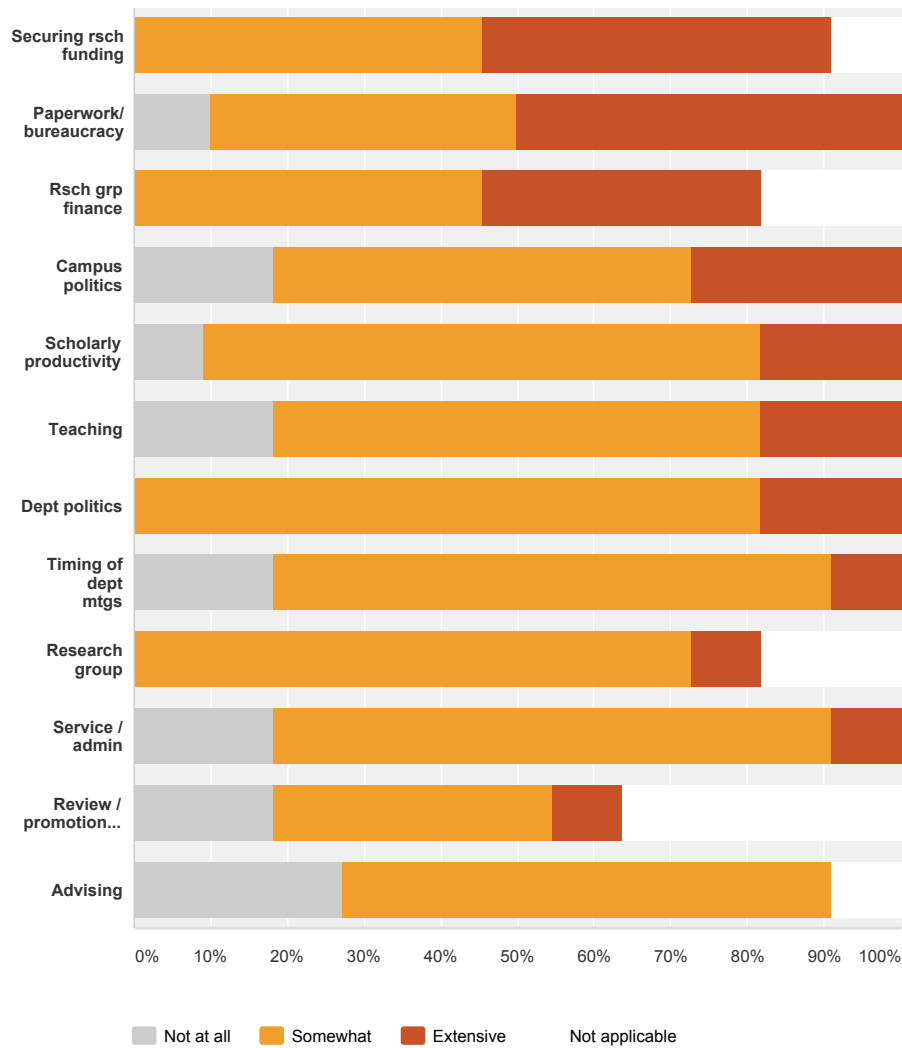
Answer Choices	Average Number	Total Number	Responses
Course prep / class time	20	197	10
Scholarship / research	13	141	11
Writing grants	11	119	11
Email	8	92	11
Meeting students	7	79	11
Grading	7	69	10
Service / admin	6	64	10
Course-coordinating	1	14	10
Consulting	0	0	9

Total Respondents: 11

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: 11 Skipped: 0

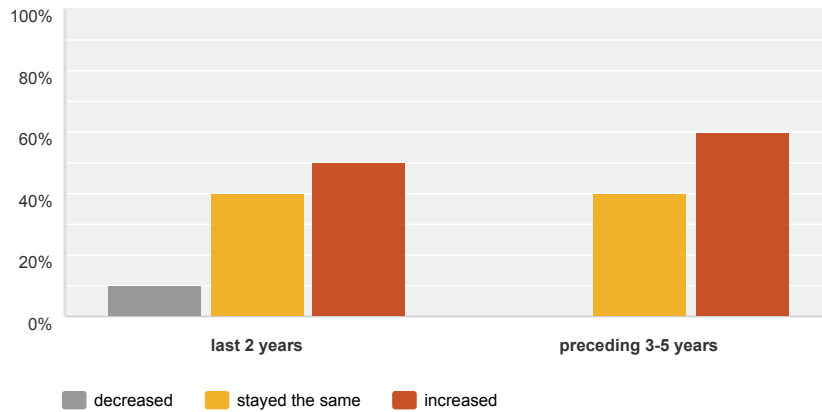


	Not at all	Somewhat	Extensive	Not applicable	Total
Securing rsch funding	0.00% 0	45.45% 5	45.45% 5	9.09% 1	11
Paperwork/bureaucracy	10.00% 1	40.00% 4	50.00% 5	0.00% 0	10
Rsch grp finance	0.00% 0	45.45% 5	36.36% 4	18.18% 2	11
Campus politics	18.18% 2	54.55% 6	27.27% 3	0.00% 0	11
Scholarly productivity	9.09% 1	72.73% 8	18.18% 2	0.00% 0	11
Teaching	18.18% 2	63.64% 7	18.18% 2	0.00% 0	11
Dept politics	0.00% 0	81.82% 9	18.18% 2	0.00% 0	11
Timing of dept mtgs	18.18% 2	72.73% 8	9.09% 1	0.00% 0	11
Research group	0.00% 0	72.73% 8	9.09% 1	18.18% 2	11
Service / admin	18.18% 2	72.73% 8	9.09% 1	0.00% 0	11
Review / promotion process	18.18% 2	36.36% 4	9.09% 1	36.36% 4	11
Advising	27.27% 3	63.64% 7	0.00% 0	9.09% 1	11

Q11

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

Answered: 10 Skipped: 1

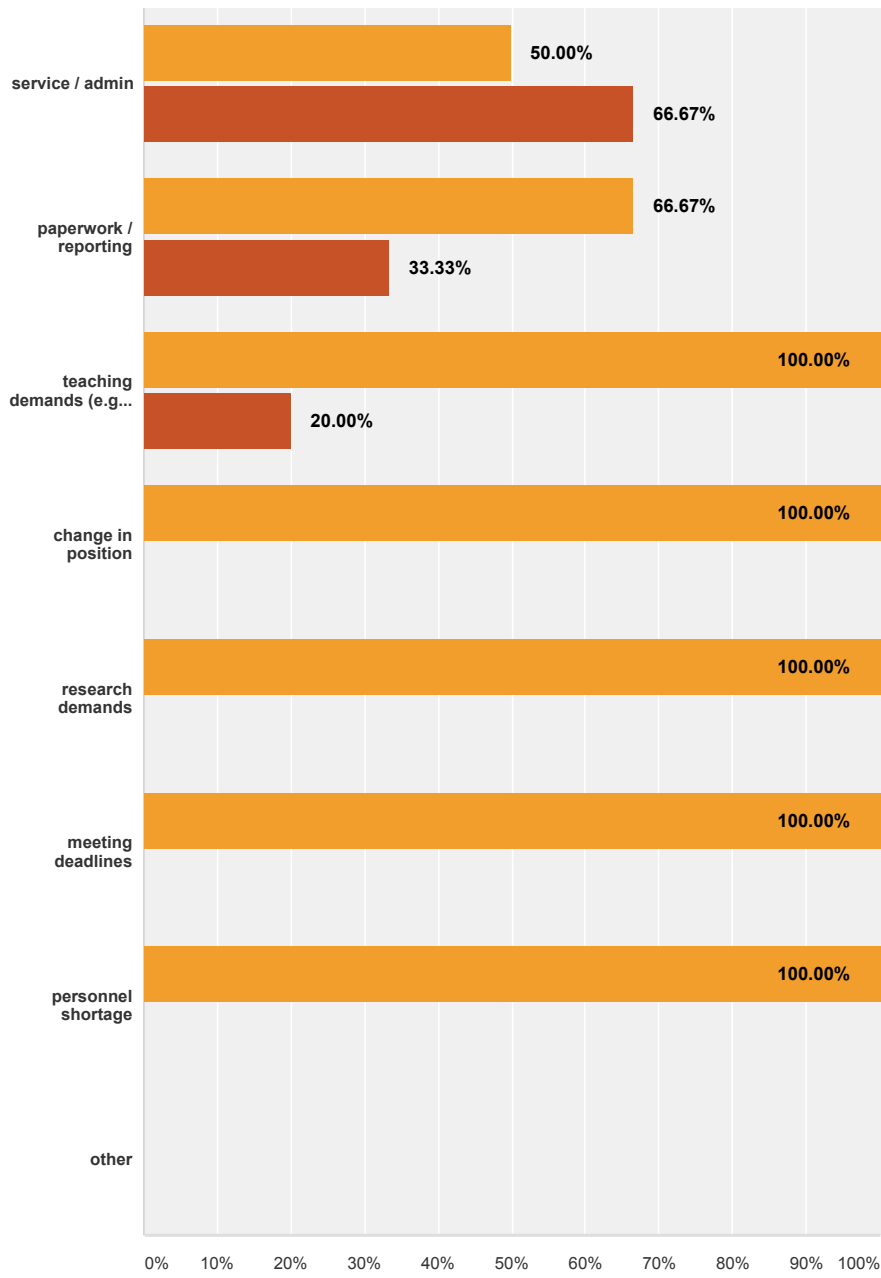


	decreased	stayed the same	increased	Total
last 2 years	10.00% 1	40.00% 4	50.00% 5	10
preceding 3-5 years	0.00% 0	40.00% 4	60.00% 6	10

Q12

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

Answered: 7 Skipped: 4



■ 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
service / admin	50.00% 3	66.67% 4	6
paperwork / reporting	66.67% 4	33.33% 2	6
teaching demands (e.g. increased student numbers)	100.00% 5	20.00% 1	5
change in position	100.00% 5	0.00% 0	5
research demands	100.00% 6	0.00% 0	6
meeting deadlines	100.00% 4	0.00% 0	4
personnel shortage	100.00% 6	0.00% 0	6

other

0.00%
0

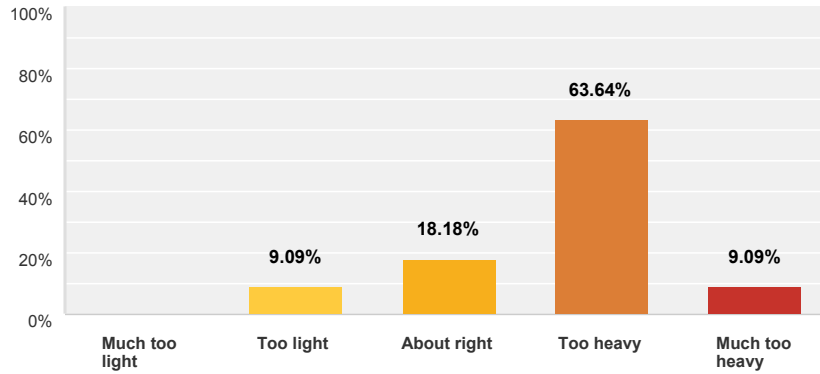
0.00%
0

0

Q13

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

Answered: 11 Skipped: 0



Answer Choices	Responses
Much too light	0.00% 0
Too light	9.09% 1
About right	18.18% 2
Too heavy	63.64% 7
Much too heavy	9.09% 1
Total	11

Q14

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

Answered: 3 Skipped: 8

Q15

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

Answered: 11 Skipped: 0

	Very dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Very satisfied	Not applicable	Total
Length of contract	18.18% 2	0.00% 0	27.27% 3	18.18% 2	9.09% 1	27.27% 3	11
Salary	9.09% 1	45.45% 5	18.18% 2	18.18% 2	9.09% 1	0.00% 0	11
Start-up funds	9.09% 1	9.09% 1	18.18% 2	9.09% 1	27.27% 3	27.27% 3	11
Benefits	0.00%	18.18%	0.00%	18.18%	63.64%	0.00%	

Q16

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

Answered: 11 Skipped: 0

	Very dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Very satisfied	Not applicable	Total
Staff support	36.36% 4	36.36% 4	9.09% 1	9.09% 1	9.09% 1	0.00% 0	11
Availability of nearby parking	18.18% 2	18.18% 2	9.09% 1	18.18% 2	18.18% 2	18.18% 2	11
Library resources	18.18% 2	45.45% 5	18.18% 2	9.09% 1	9.09% 1	0.00% 0	11
Classroom space	9.09% 1	27.27% 3	27.27% 3	36.36% 4	0.00% 0	0.00% 0	11
Computer resources	9.09% 1	9.09% 1	27.27% 3	45.45% 5	0.00% 0	9.09% 1	11
Instructional/classroom technology	9.09% 1	18.18% 2	36.36% 4	27.27% 3	9.09% 1	0.00% 0	11
Number or breadth of faculty within department/unit to advance research	9.09% 1	54.55% 6	18.18% 2	9.09% 1	0.00% 0	9.09% 1	11
Office space	0.00% 0	9.09% 1	9.09% 1	27.27% 3	54.55% 6	0.00% 0	11
Lab or research space	0.00% 0	18.18% 2	0.00% 0	63.64% 7	9.09% 1	9.09% 1	11
Support for submitting grants	0.00% 0	54.55% 6	0.00% 0	27.27% 3	9.09% 1	9.09% 1	11
Number or breadth of faculty within department/unit to deliver curriculum	0.00% 0	63.64% 7	18.18% 2	18.18% 2	0.00% 0	0.00% 0	11

Q17

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

Answered: 11 Skipped: 0

	Very dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Very satisfied	Not applicable	Total
Time available for scholarly work	27.27% 3	27.27% 3	18.18% 2	9.09% 1	9.09% 1	9.09% 1	11
Committee and administrative responsibilities	18.18% 2	27.27% 3	27.27% 3	9.09% 1	18.18% 2	0.00% 0	11
Access to teaching assistants	9.09% 1	27.27% 3	27.27% 3	18.18% 2	9.09% 1	9.09% 1	11
Intellectual stimulation of your work environment	9.09% 1	18.18% 2	18.18% 2	45.45% 5	9.09% 1	0.00% 0	11
Teaching responsibilities	0.00% 0	27.27% 3	27.27% 3	9.09% 1	36.36% 4	0.00% 0	11
Advising responsibilities	0.00% 0	0.00% 0	45.45% 5	27.27% 3	18.18% 2	9.09% 1	11

Quality of graduate students	0.00% 0	36.36% 4	9.09% 1	45.45% 5	0.00% 0	9.09% 1	11
Access to students for research projects	0.00% 0	18.18% 2	27.27% 3	36.36% 4	0.00% 0	18.18% 2	11

Q18

How important are the following to you?:

Answered: 11 Skipped: 0

	Very important	Somewhat important	Neutral	Somewhat unimportant	Not very important	Not applicable	Total
Academic freedom	90.91% 10	0.00% 0	9.09% 1	0.00% 0	0.00% 0	0.00% 0	11
Faculty input in decision-making	90.91% 10	9.09% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	11
Teaching undergraduate students	81.82% 9	9.09% 1	9.09% 1	0.00% 0	0.00% 0	0.00% 0	11
Teaching graduate students	72.73% 8	18.18% 2	9.09% 1	0.00% 0	0.00% 0	0.00% 0	11
Conducting research/scholarship	63.64% 7	27.27% 3	9.09% 1	0.00% 0	0.00% 0	0.00% 0	11
Intellectual activities with colleagues	54.55% 6	27.27% 3	9.09% 1	0.00% 0	9.09% 1	0.00% 0	11
Open environment for discussing differing ideas	45.45% 5	54.55% 6	0.00% 0	0.00% 0	0.00% 0	0.00% 0	11
Diversity on campus	36.36% 4	36.36% 4	18.18% 2	0.00% 0	9.09% 1	0.00% 0	11
Social activities with colleagues	27.27% 3	45.45% 5	27.27% 3	0.00% 0	0.00% 0	0.00% 0	11
Engage in student life/ activities	18.18% 2	36.36% 4	27.27% 3	9.09% 1	9.09% 1	0.00% 0	11
Engage in service/ committee work	18.18% 2	45.45% 5	18.18% 2	18.18% 2	0.00% 0	0.00% 0	11

Q19

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

Answered: 2 Skipped: 9

Q20

Please indicate your agreement or disagreement with the following statements:

Answered: 11 Skipped: 0

	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	Not applicable	Total
My department/unit is a good fit for me	18.18% 2	0.00% 0	0.00% 0	9.09% 1	72.73% 8	0.00% 0	11
The creation of colleges has made my professional life	18.18% 2	9.09% 1	36.36% 4	27.27% 3	0.00% 0	9.09% 1	11

better							
My colleagues value my contributions to teaching and advising	9.09% 1	18.18% 2	9.09% 1	27.27% 3	36.36% 4	0.00% 0	11
My colleagues value my service and administrative contributions	9.09% 1	18.18% 2	9.09% 1	27.27% 3	36.36% 4	0.00% 0	11
I feel I am given the opportunity to serve on important committees	9.09% 1	9.09% 1	18.18% 2	9.09% 1	54.55% 6	0.00% 0	11
I feel comfortable expressing my views openly	9.09% 1	27.27% 3	27.27% 3	27.27% 3	9.09% 1	0.00% 0	11
My colleagues value my research/scholarship	0.00% 0	27.27% 3	9.09% 1	27.27% 3	27.27% 3	9.09% 1	11
The quality of my scholarship is positively affected by my interactions with CSM colleagues	0.00% 0	9.09% 1	27.27% 3	27.27% 3	27.27% 3	9.09% 1	11
My department/unit is a place where individual faculty may comfortably raise personal and/or family responsibilities when scheduling department/unit obligations	0.00% 0	18.18% 2	9.09% 1	27.27% 3	45.45% 5	0.00% 0	11
I am able to make decisions about my areas of responsibility	0.00% 0	18.18% 2	0.00% 0	54.55% 6	27.27% 3	0.00% 0	11
I have to work harder than some of my colleagues to be perceived as a legitimate scholar	0.00% 0	18.18% 2	36.36% 4	27.27% 3	18.18% 2	0.00% 0	11
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	18.18% 2	27.27% 3	36.36% 4	18.18% 2	0.00% 0	11

Q21

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

Answered: 11 Skipped: 0

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	Not applicable	Total
Decision-making is efficient	36.36% 4	36.36% 4	9.09% 1	18.18% 2	0.00% 0	0.00% 0	11
Department/unit creates a collegial and supportive environment	9.09% 1	27.27% 3	9.09% 1	36.36% 4	18.18% 2	0.00% 0	11
Department/unit helps me obtain or manage the resources I need	9.09% 1	18.18% 2	18.18% 2	45.45% 5	9.09% 1	0.00% 0	11
Decision-making is collaborative and transparent	9.09% 1	18.18% 2	27.27% 3	27.27% 3	18.18% 2	0.00% 0	11
Decision-	9.09%	27.27%	9.09%	36.36%	18.18%	0.00%	

making is fair	1	3	1	4	2	0	11
Decision-making reflects sound priorities and relevant data	9.09% 1	27.27% 3	18.18% 2	45.45% 5	0.00% 0	0.00% 0	11
I feel comfortable, included, and valued	9.09% 1	27.27% 3	0.00% 0	45.45% 5	18.18% 2	0.00% 0	11
Interdisciplinary research is valued and supported	0.00% 0	9.09% 1	18.18% 2	27.27% 3	36.36% 4	9.09% 1	11
I have a voice in decision-making	0.00% 0	18.18% 2	18.18% 2	54.55% 6	9.09% 1	0.00% 0	11
Diversity of opinion is respected and valued	0.00% 0	36.36% 4	27.27% 3	27.27% 3	9.09% 1	0.00% 0	11

Q22

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

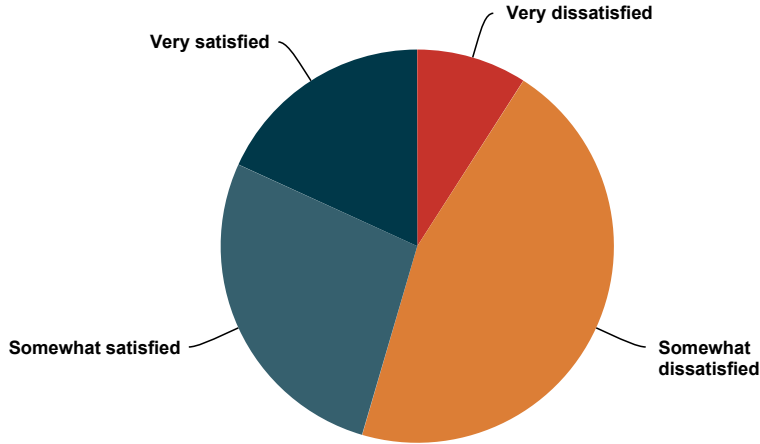
Answered: 11 Skipped: 0

	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	Not applicable	Total
Diversity of opinion is respected and valued	45.45% 5	18.18% 2	18.18% 2	0.00% 0	18.18% 2	0.00% 0	11
Decision-making is collaborative and transparent	36.36% 4	36.36% 4	9.09% 1	18.18% 2	0.00% 0	0.00% 0	11
Decision-making is efficient	36.36% 4	27.27% 3	18.18% 2	18.18% 2	0.00% 0	0.00% 0	11
I have a voice in decision-making	36.36% 4	27.27% 3	9.09% 1	27.27% 3	0.00% 0	0.00% 0	11
Decision-making is fair	27.27% 3	45.45% 5	9.09% 1	0.00% 0	18.18% 2	0.00% 0	11
I feel comfortable, included, and valued	27.27% 3	36.36% 4	9.09% 1	9.09% 1	18.18% 2	0.00% 0	11
CSM helps me obtain or manage the resources I need	18.18% 2	27.27% 3	18.18% 2	27.27% 3	9.09% 1	0.00% 0	11
Decision-making reflects sound priorities and relevant data	18.18% 2	54.55% 6	9.09% 1	18.18% 2	0.00% 0	0.00% 0	11
Interdisciplinary research is valued and supported	9.09% 1	0.00% 0	0.00% 0	45.45% 5	36.36% 4	9.09% 1	11
CSM creates a collegial and supportive environment	9.09% 1	18.18% 2	27.27% 3	9.09% 1	36.36% 4	0.00% 0	11

Q23

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

Answered: 11 Skipped: 0

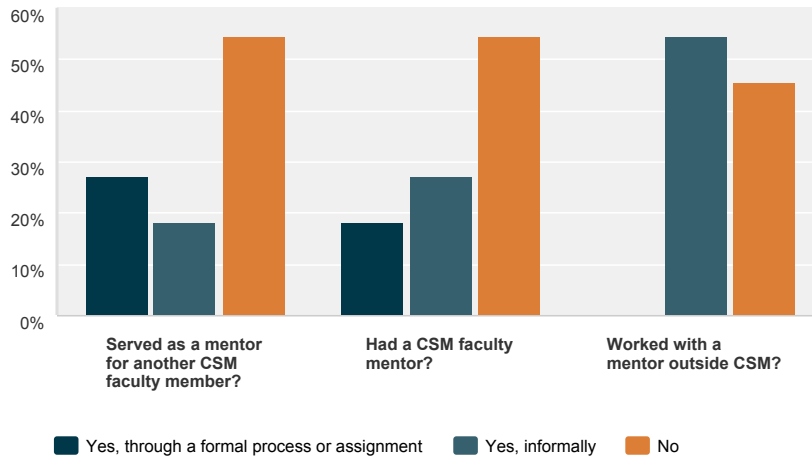


Answer Choices	Responses
Very dissatisfied	9.09% 1
Somewhat dissatisfied	45.45% 5
Neither satisfied nor dissatisfied	0.00% 0
Somewhat satisfied	27.27% 3
Very satisfied	18.18% 2
Total	11

Q24

While at CSM, have you:

Answered: 11 Skipped: 0

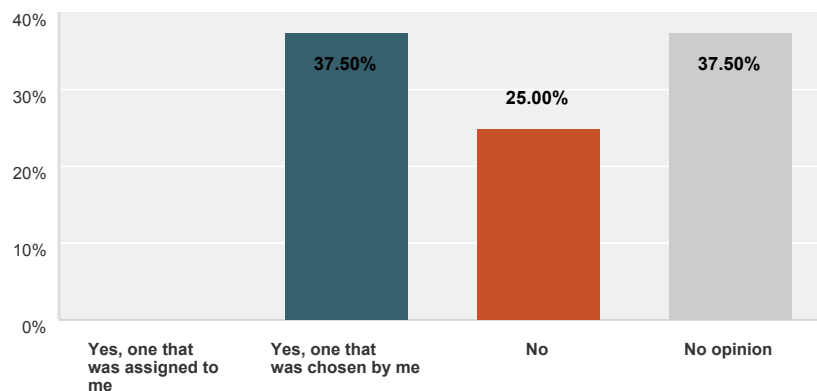


	Yes, through a formal process or assignment	Yes, informally	No	Total
Served as a mentor for another CSM faculty member?	27.27% 3	18.18% 2	54.55% 6	11
Had a CSM faculty mentor?	18.18% 2	27.27% 3	54.55% 6	11
Worked with a	0.00%	54.55%	45.45%	

Q25

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

Answered: 8 Skipped: 3

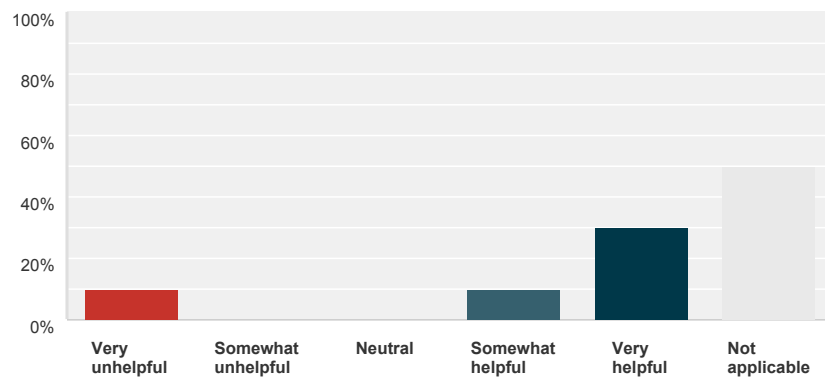


Answer Choices	Responses	
Yes, one that was assigned to me	0.00%	0
Yes, one that was chosen by me	37.50%	3
No	25.00%	2
No opinion	37.50%	3
Total		8

Q26

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

Answered: 10 Skipped: 1



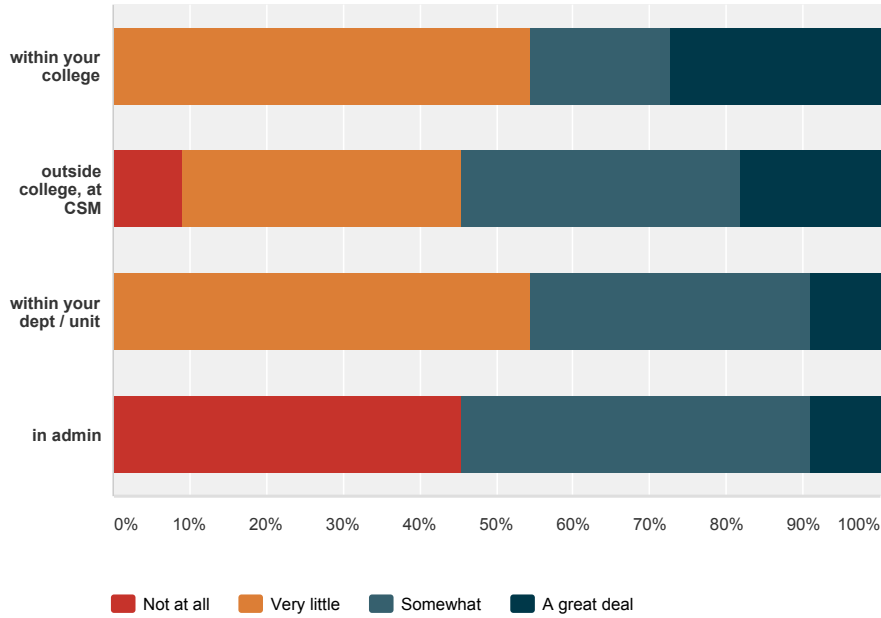
Answer Choices	Responses	
Very unhelpful	10.00%	1
Somewhat unhelpful	0.00%	0
Neutral	0.00%	0
Somewhat helpful	10.00%	1

Very helpful	30.00%	3
Not applicable	50.00%	5
Total		10

Q27

To what extent have you collaborated with colleagues:

Answered: 11 Skipped: 0

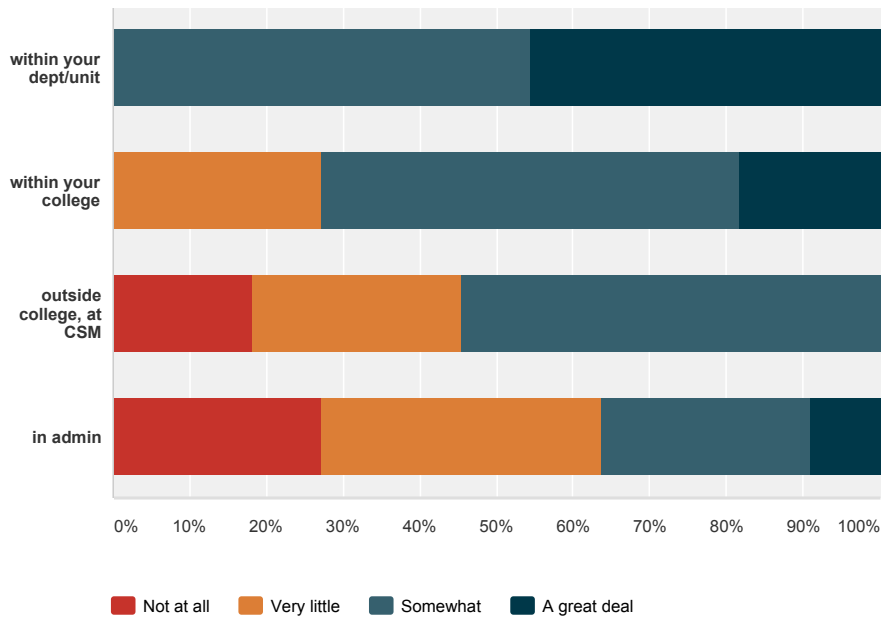


	Not at all	Very little	Somewhat	A great deal	Total
within your college	0.00% 0	54.55% 6	18.18% 2	27.27% 3	11
outside college, at CSM	9.09% 1	36.36% 4	36.36% 4	18.18% 2	11
within your dept / unit	0.00% 0	54.55% 6	36.36% 4	9.09% 1	11
in admin	45.45% 5	0.00% 0	45.45% 5	9.09% 1	11

Q28

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

Answered: 11 Skipped: 0

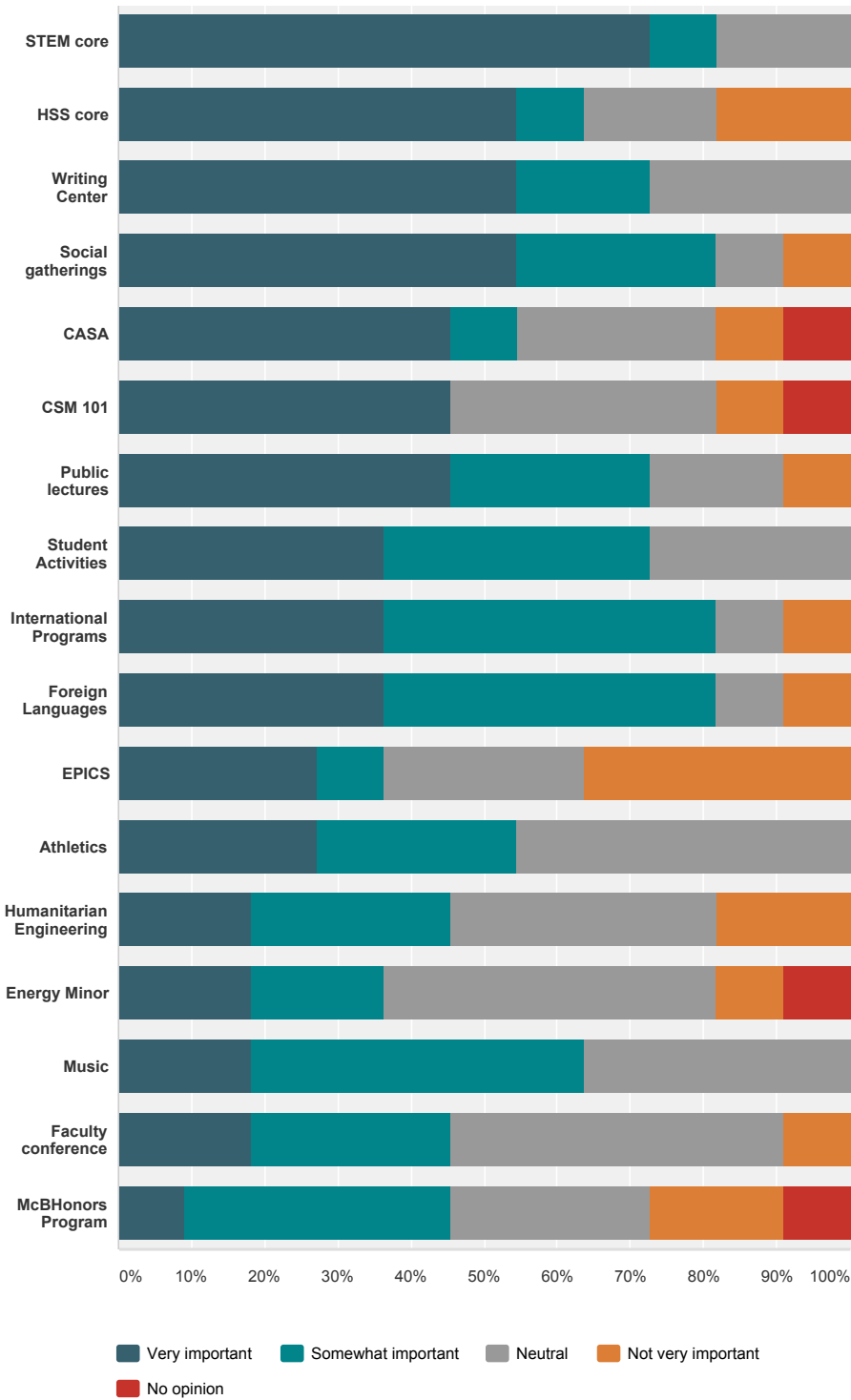


	Not at all	Very little	Somewhat	A great deal	Total
within your dept/unit	0.00% 0	0.00% 0	54.55% 6	45.45% 5	11
within your college	0.00% 0	27.27% 3	54.55% 6	18.18% 2	11
outside college, at CSM	18.18% 2	27.27% 3	54.55% 6	0.00% 0	11
in admin	27.27% 3	36.36% 4	27.27% 3	9.09% 1	11

Q29

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

Answered: 11 Skipped: 0



	Very important	Somewhat important	Neutral	Not very important	No opinion	Total
STEM core	72.73% 8	9.09% 1	18.18% 2	0.00% 0	0.00% 0	11
HSS core	54.55% 6	9.09% 1	18.18% 2	18.18% 2	0.00% 0	11
Writing Center	54.55% 6	18.18% 2	27.27% 3	0.00% 0	0.00% 0	11
Social gatherings	54.55% 6	27.27% 3	9.09% 1	9.09% 1	0.00% 0	11
CASA	45.45% 5	9.09% 1	27.27% 3	9.09% 1	9.09% 1	11
CSM 101	45.45% 5	0.00% 0	36.36% 4	9.09% 1	9.09% 1	11
Public lectures	45.45%	27.27%	18.18%	9.09%	0.00%	

	5	3	2	1	0	11
Student Activities	36.36% 4	36.36% 4	27.27% 3	0.00% 0	0.00% 0	11
International Programs	36.36% 4	45.45% 5	9.09% 1	9.09% 1	0.00% 0	11
Foreign Languages	36.36% 4	45.45% 5	9.09% 1	9.09% 1	0.00% 0	11
EPICS	27.27% 3	9.09% 1	27.27% 3	36.36% 4	0.00% 0	11
Athletics	27.27% 3	27.27% 3	45.45% 5	0.00% 0	0.00% 0	11
Humanitarian Engineering	18.18% 2	27.27% 3	36.36% 4	18.18% 2	0.00% 0	11
Energy Minor	18.18% 2	18.18% 2	45.45% 5	9.09% 1	9.09% 1	11
Music	18.18% 2	45.45% 5	36.36% 4	0.00% 0	0.00% 0	11
Faculty conference	18.18% 2	27.27% 3	45.45% 5	9.09% 1	0.00% 0	11
McBHonors Program	9.09% 1	36.36% 4	27.27% 3	18.18% 2	9.09% 1	11

Q30

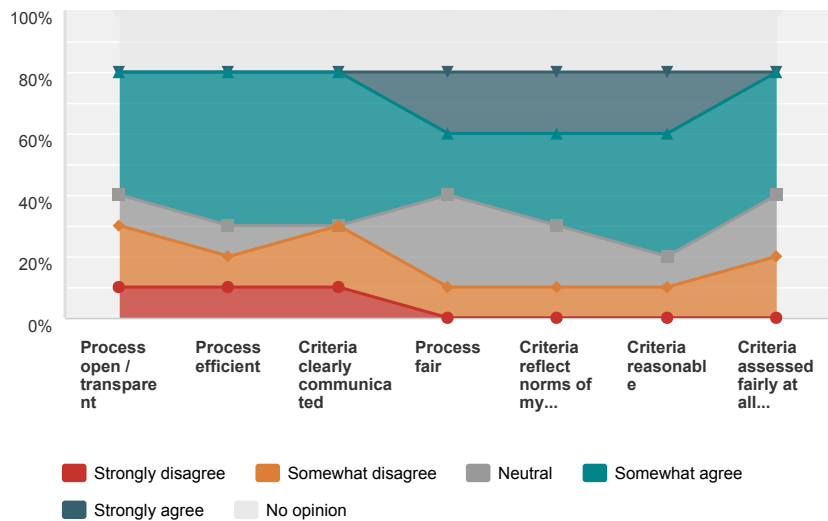
Do you have any additional comments about mentorship and collaboration? (optional)

Answered: 2 Skipped: 9

Q31

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

Answered: 10 Skipped: 1



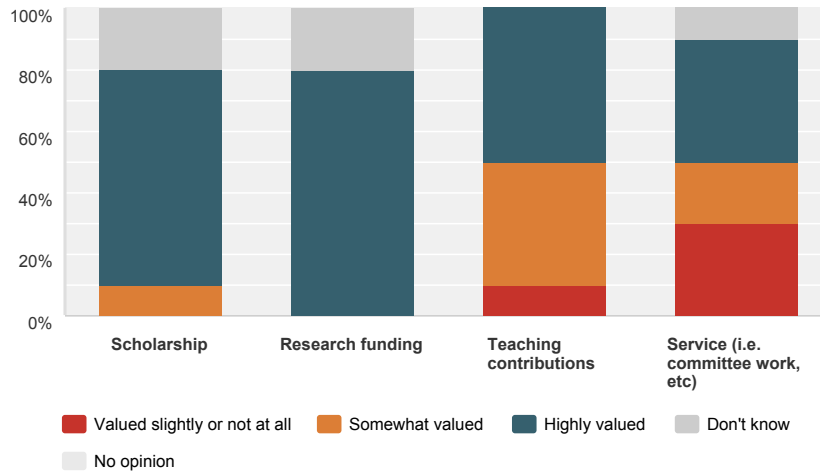
	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	No opinion	Total
Process open / transparent	10.00% 1	20.00% 2	10.00% 1	40.00% 4	0.00% 0	20.00% 2	10

Process efficient	10.00% 1	10.00% 1	10.00% 1	50.00% 5	0.00% 0	20.00% 2	10
Criteria clearly communicated	10.00% 1	20.00% 2	0.00% 0	50.00% 5	0.00% 0	20.00% 2	10
Process fair	0.00% 0	10.00% 1	30.00% 3	20.00% 2	20.00% 2	20.00% 2	10
Criteria reflect norms of my discipline	0.00% 0	10.00% 1	20.00% 2	30.00% 3	20.00% 2	20.00% 2	10
Criteria reasonable	0.00% 0	10.00% 1	10.00% 1	40.00% 4	20.00% 2	20.00% 2	10
Criteria assessed fairly at all levels	0.00% 0	20.00% 2	20.00% 2	40.00% 4	0.00% 0	20.00% 2	10

Q32

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

Answered: 10 Skipped: 1

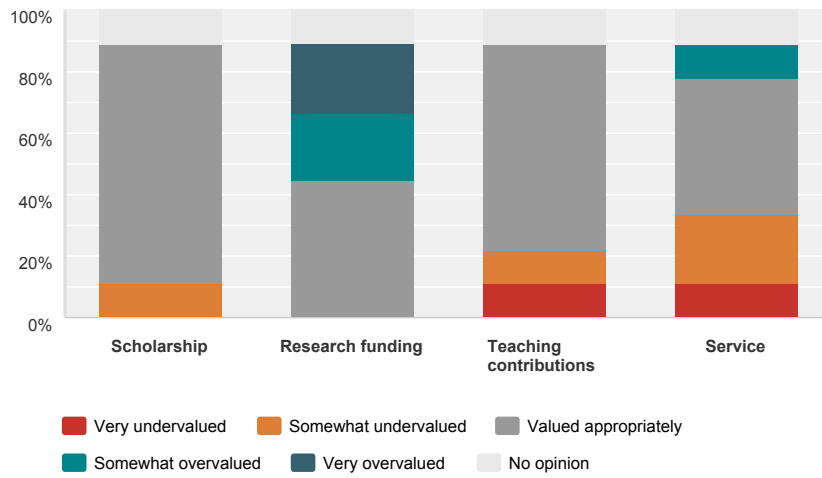


	Valued slightly or not at all	Somewhat valued	Highly valued	Don't know	No opinion	Total
Scholarship	0.00% 0	10.00% 1	70.00% 7	20.00% 2	0.00% 0	10
Research funding	0.00% 0	0.00% 0	80.00% 8	20.00% 2	0.00% 0	10
Teaching contributions	10.00% 1	40.00% 4	50.00% 5	0.00% 0	0.00% 0	10
Service (i.e. committee work, etc)	30.00% 3	20.00% 2	40.00% 4	10.00% 1	0.00% 0	10

Q33

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

Answered: 9 Skipped: 2



	Very undervalued	Somewhat undervalued	Valued appropriately	Somewhat overvalued	Very overvalued	No opinion	Total
Scholarship	0.00% 0	11.11% 1	77.78% 7	0.00% 0	0.00% 0	11.11% 1	9
Research funding	0.00% 0	0.00% 0	44.44% 4	22.22% 2	22.22% 2	11.11% 1	9
Teaching contributions	11.11% 1	11.11% 1	66.67% 6	0.00% 0	0.00% 0	11.11% 1	9
Service	11.11% 1	22.22% 2	44.44% 4	11.11% 1	0.00% 0	11.11% 1	9

Q34

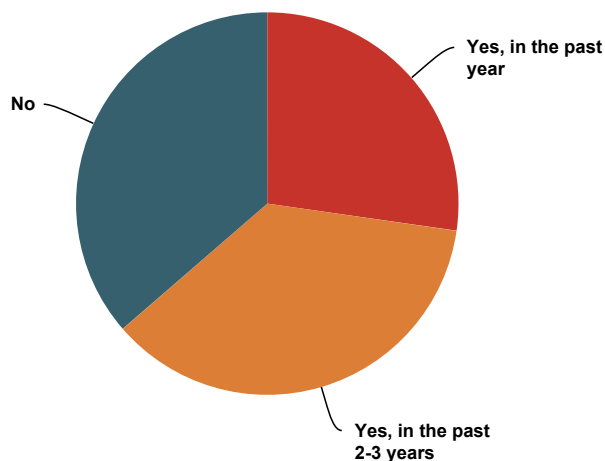
Do you have any additional comments about promotion and/or tenure? (optional)

Answered: 4 Skipped: 7

Q35

Have you applied for a job at another university recently?

Answered: 11 Skipped: 0



Answer Choices

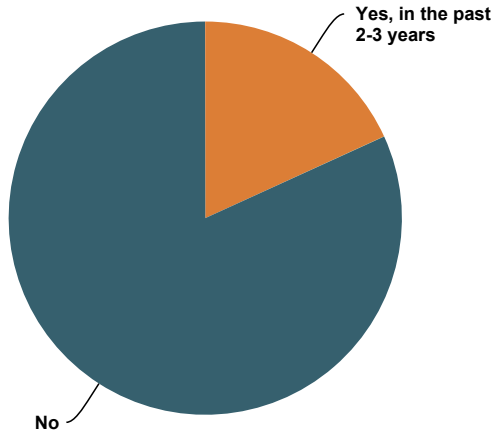
Responses

Yes, in the past year	27.27%	3
Yes, in the past 2-3 years	36.36%	4
Yes, in the past 3-5 years	0.00%	0
No	36.36%	4
Total		11

Q36

Have you applied for a job outside academia recently?

Answered: 11 Skipped: 0



Answer Choices	Responses	
Yes, in the past year	0.00%	0
Yes, in the past 2-3 years	18.18%	2
Yes, in the past 3-5 years	0.00%	0
No	81.82%	9
Total		11

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: 10 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

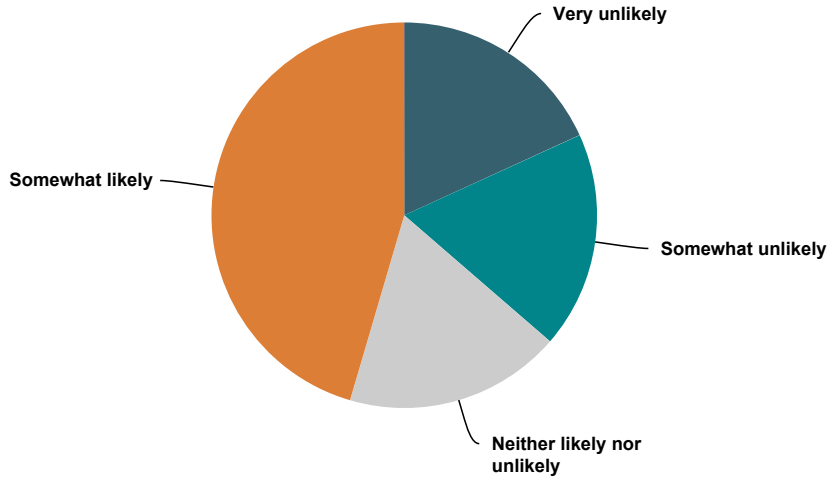
Equipment/laboratory/research start-up	0.00%	0
Employment for spouse/partner	0.00%	0
Received offer, but did not take to CSM leadership	10.00%	1
Not applicable	90.00%	9

Total Respondents: 10

Q38

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

Answered: 11 Skipped: 0



Answer Choices	Responses	
Very unlikely	18.18%	2
Somewhat unlikely	18.18%	2
Neither likely nor unlikely	18.18%	2
Somewhat likely	45.45%	5
Very likely	0.00%	0
Total		11

Q39

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

Answered: 11 Skipped: 0

	Not at all	To some extent	To a great extent	Not applicable	Total
To enhance your career in other ways	27.27% 3	9.09% 1	63.64% 7	0.00% 0	11
To find a more supportive work environment	27.27% 3	27.27% 3	45.45% 5	0.00% 0	11
To find a more satisfying intellectual environment	36.36% 4	18.18% 2	45.45% 5	0.00% 0	11
To increase your salary	36.36% 4	27.27% 3	36.36% 4	0.00% 0	11

To increase your time to do research	45.45% 5	18.18% 2	27.27% 3	9.09% 1	11
Great opportunities in my field	45.45% 5	18.18% 2	27.27% 3	9.09% 1	11
To improve your prospects for tenure	54.55% 6	0.00% 0	9.09% 1	36.36% 4	11
To reduce stress	36.36% 4	45.45% 5	9.09% 1	9.09% 1	11
To reduce workload	54.55% 6	27.27% 3	9.09% 1	9.09% 1	11
Retirement	81.82% 9	0.00% 0	9.09% 1	9.09% 1	11
To pursue a nonacademic job	72.73% 8	9.09% 1	0.00% 0	18.18% 2	11
To address child-related issues	54.55% 6	27.27% 3	0.00% 0	18.18% 2	11
To improve the employment situation of your spouse/partner	54.55% 6	9.09% 1	0.00% 0	36.36% 4	11
To lower your cost of living	81.82% 9	9.09% 1	0.00% 0	9.09% 1	11
Benefits	81.82% 9	9.09% 1	0.00% 0	9.09% 1	11
To live elsewhere	63.64% 7	27.27% 3	0.00% 0	9.09% 1	11

Q40

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

Answered: 11 Skipped: 0

	Not at all	To some extent	To a great extent	Not applicable	Total
Living in the area	18.18% 2	27.27% 3	54.55% 6	0.00% 0	11
Tenure or prospects for tenure	36.36% 4	9.09% 1	27.27% 3	27.27% 3	11
Other career benefits	40.00% 4	30.00% 3	30.00% 3	0.00% 0	10
Time to do research	63.64% 7	0.00% 0	27.27% 3	9.09% 1	11
Retirement	45.45% 5	18.18% 2	27.27% 3	9.09% 1	11
Supportive work environment	54.55% 6	27.27% 3	18.18% 2	0.00% 0	11
Open intellectual environment	72.73% 8	9.09% 1	18.18% 2	0.00% 0	11
Stress level	54.55% 6	27.27% 3	18.18% 2	0.00% 0	11
Workload	45.45% 5	27.27% 3	18.18% 2	9.09% 1	11
Child-related issues	45.45% 5	18.18% 2	18.18% 2	18.18% 2	11
Benefits	45.45% 5	36.36% 4	18.18% 2	0.00% 0	11
Lack of opportunities in my field	54.55% 6	18.18% 2	18.18% 2	9.09% 1	11
Salary	45.45% 5	45.45% 5	9.09% 1	0.00% 0	11

Cost of living	54.55% 6	27.27% 3	9.09% 1	9.09% 1	11
Employment situation of your spouse/partner	45.45% 5	18.18% 2	0.00% 0	36.36% 4	11

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: 11 Skipped: 0

	Not at all	Somewhat	Extensive	Not applicable	Total
Time to spend with family	27.27% 3	36.36% 4	36.36% 4	0.00% 0	11
Managing household responsibilities	18.18% 2	54.55% 6	27.27% 3	0.00% 0	11
Childcare	54.55% 6	18.18% 2	18.18% 2	9.09% 1	11
Cost of living	54.55% 6	36.36% 4	9.09% 1	0.00% 0	11
Commuting to and from work	90.91% 10	0.00% 0	9.09% 1	0.00% 0	11
Being part of a dual-career couple	36.36% 4	36.36% 4	9.09% 1	18.18% 2	11
Care of someone who is ill, disabled, aging, and/or in need of special services	72.73% 8	0.00% 0	0.00% 0	27.27% 3	11
Your health	81.82% 9	18.18% 2	0.00% 0	0.00% 0	11

Q42

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

Answered: 10 Skipped: 1

Answer Choices	Average Number	Total Number	Responses
0-5 yrs	0	1	7
6-17 yrs	1	9	9
18-23 yrs	0	2	7
23+ yrs	0	1	7

Total Respondents: 10

Q43

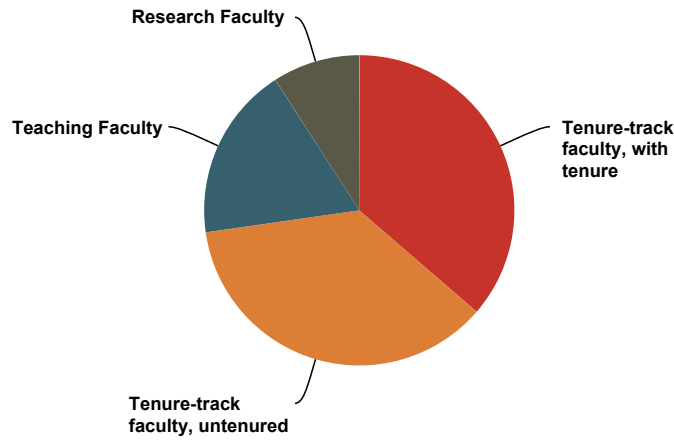
Do you have any additional comments about hiring and retention? (optional)

Answered: 3 Skipped: 8

Q44

What is your current position?

Answered: 11 Skipped: 0



Answer Choices	Responses	
Tenure-track faculty, with tenure	36.36%	4
Tenure-track faculty, untenured	36.36%	4
Teaching Faculty	18.18%	2
Research Faculty	9.09%	1
Library Faculty	0.00%	0
Other	0.00%	0
I prefer not to say	0.00%	0
Total		11

Q45

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

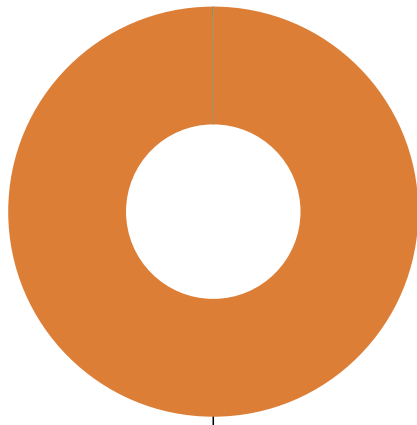
Answered: 11 Skipped: 0

Answer Choices	Responses	
1-3 years	54.55%	6
4-9 years	18.18%	2
10+ years	18.18%	2
I prefer not to say	9.09%	1
Total		11

Q46

In which department/unit is your primary appointment?

Answered: 11 Skipped: 0



**Chemistry and
Geochemistry**

Answer Choices	Responses	
Chemical and Biological Engineering	0.00%	0
Chemistry and Geochemistry	100.00%	11
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		11

Q47

Gender

Answered: 11 Skipped: 0

Answer Choices	Responses	
Male	63.64%	7
Female	27.27%	3
I prefer not to say	9.09%	1
Total		11

Q48

Race/ethnicity

Answered: 11 Skipped: 0

Answer Choices	Responses	
Black	0.00%	0
American Indian/Alaska Native	0.00%	0
Asian/Pacific Islander	0.00%	0
Hispanic	18.18%	2
White	72.73%	8
I prefer not to say	9.09%	1
Total		11

Q49

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

Answered: 2 Skipped: 9

Q50

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

Answered: 4 Skipped: 7

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