

CSM Faculty Climate Survey - Civil and Environmental Engineering

These are summary results for Civil and Environmental Engineering only.

All Pages

12 responses

238 days (January 21, 2014 - now)

10 views

Q1

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

Answered: 12 Skipped: 0

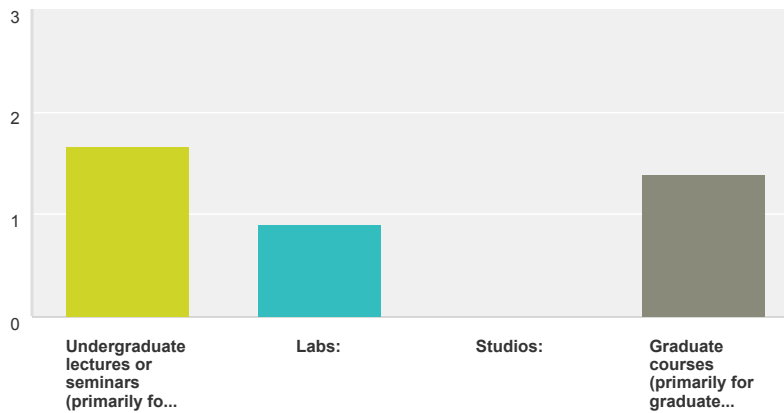
Answer Choices	Average Number	Total Number	Responses
Total number of sections/courses taught:	4	46	12
Total distinct preps (# sections):	3	38	12
Total credit hours delivered:	10	83	8
Total credit hours bought-out for research:	0	4	11
Total students in all sections:	97	1,166	12

Total Respondents: 12

Q2

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

Answered: 12 Skipped: 0



Answer Choices	Average Number	Total Number	Responses
Undergraduate lectures or seminars (primarily for undergraduates):	2	20	12
Labs:	1	9	10
Studios:	0	0	9
Graduate courses (primarily for graduate students):	1	14	10

Total Respondents: 12

Q3

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

Answered: 12 Skipped: 0

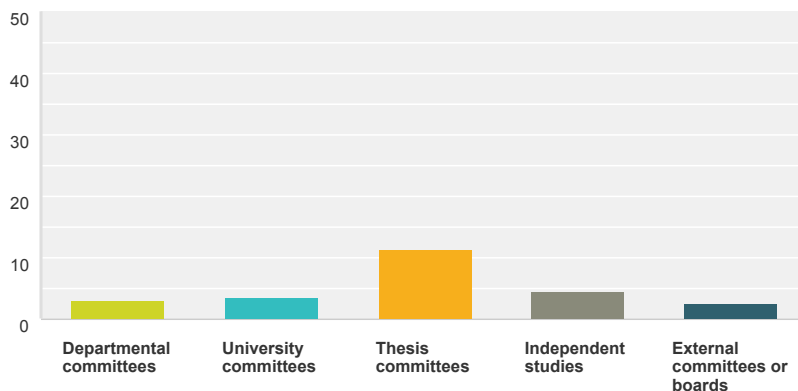
Answer Choices	Responses	
Yes, research related (e.g. charge-outs)	0.00%	0
Yes, service or administration related (e.g. program director, dept head., etc.)	16.67%	2
Yes, for other reasons	16.67%	2
No	66.67%	8

Total Respondents: 12

Q4

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

Answered: 12 Skipped: 0



Answer Choices	Average Number	Total Number	Responses
Departmental committees	3	32	11
University committees	4	36	10
Thesis committees	11	124	11
Independent studies	5	45	10
External committees or boards	3	28	11

Total Respondents: 12

Q5

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

Answered: 12 Skipped: 0

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

Director of center, program, or institute	58.33% 7	16.67% 2	25.00% 3	12
Chair of a departmental or university committee	50.00% 6	16.67% 2	33.33% 4	12
Course coordinator	45.45% 5	18.18% 2	45.45% 5	11
Director or Head of department/division	81.82% 9	9.09% 1	9.09% 1	11
Other administrative capacity (e.g. assistant dept head)	81.82% 9	9.09% 1	18.18% 2	11

Q6

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

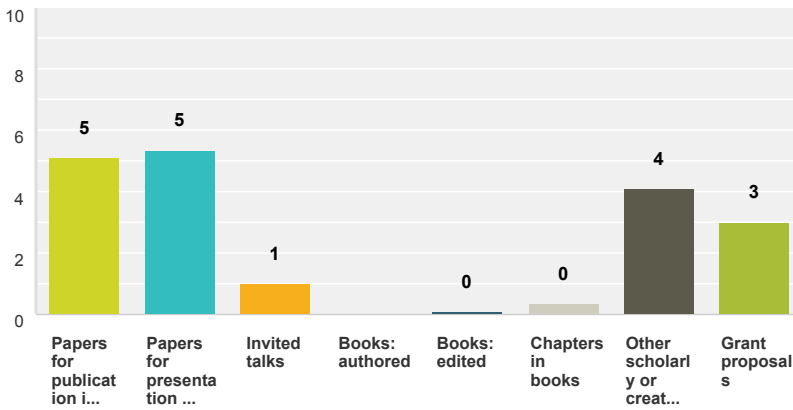
Answered: 12 Skipped: 0

	Teaching relief	Extra compensation	No	Total Respondents
Director or Head of department/division	11.11% 1	11.11% 1	88.89% 8	9
Director of center, program, or institute	0.00% 0	0.00% 0	100.00% 10	10
Chair of a committee	0.00% 0	0.00% 0	100.00% 10	10
Course coordinator	0.00% 0	0.00% 0	100.00% 10	10
Other administrative capacity (e.g. assistant dept head)	11.11% 1	0.00% 0	88.89% 8	9

Q7

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

Answered: 12 Skipped: 0



Answer Choices	Average Number	Total Number	Responses
Papers for publication in peer-reviewed journals	5	61	12
Papers for presentation at conferences	5	64	12
Invited talks	1	11	11
Books: authored	0	0	9
Books: edited	0	1	9
Chapters in books	0	4	12
Other scholarly or creative works	4	37	9
Grant proposals	3	33	11

Total Respondents: 12

Q8

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

Answered: 12 Skipped: 0

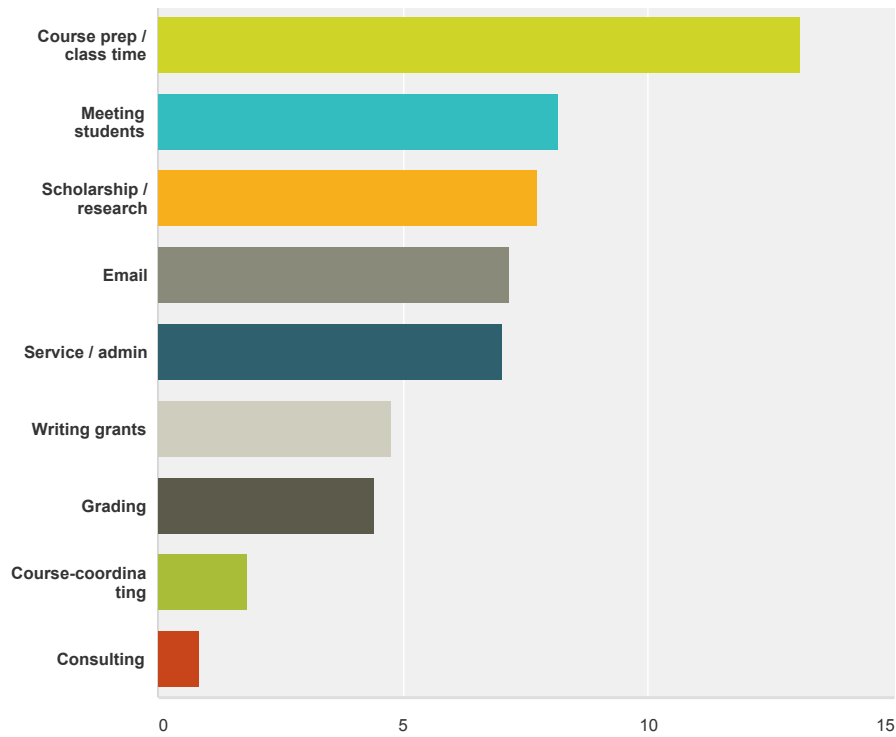
Answer Choices	Average Number	Total Number	Responses
# MS students/advisees	1	13	12
# PhD students/advisees	4	47	12

Total Respondents: 12

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: 12 Skipped: 0



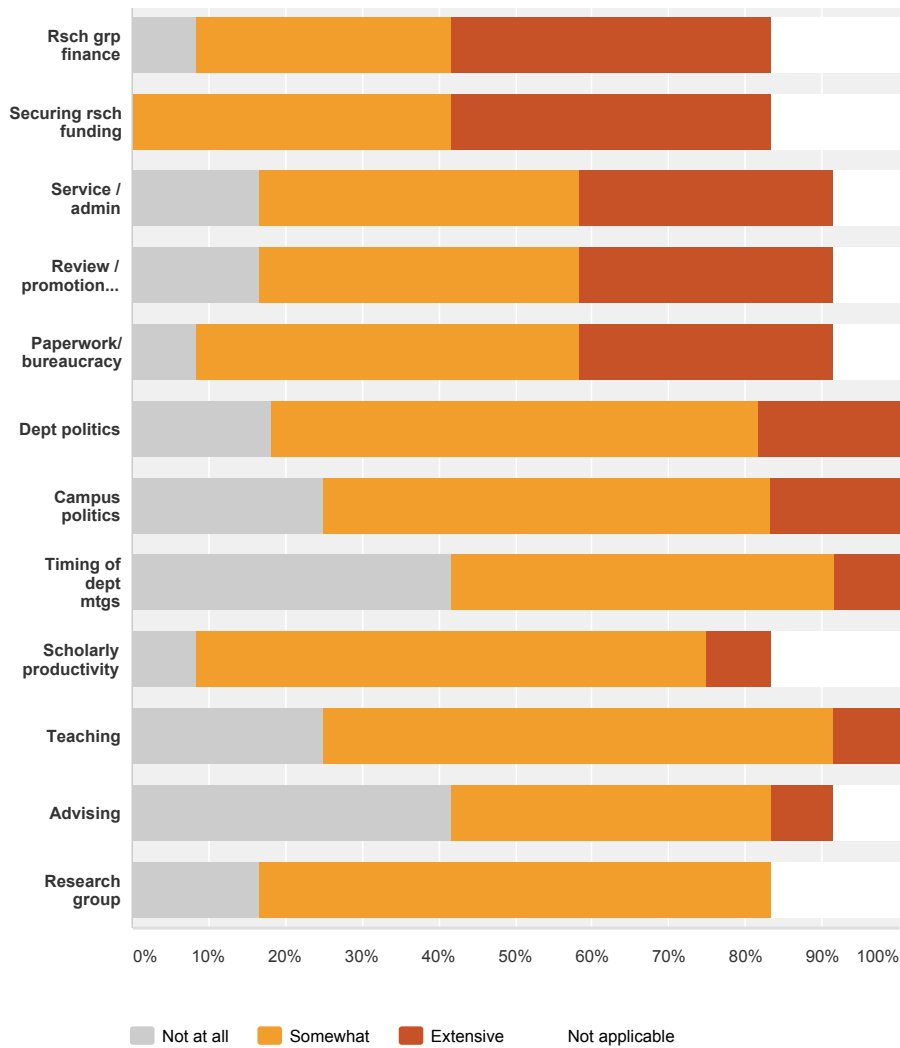
Answer Choices	Average Number	Total Number	Responses
Course prep / class time	13	157	12
Meeting students	8	98	12
Scholarship / research	8	93	12
Email	7	86	12
Service / admin	7	84	12
Writing grants	5	57	12
Grading	4	53	12
Course-coordinating	2	20	11
Consulting	1	10	12

Total Respondents: 12

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: 12 Skipped: 0

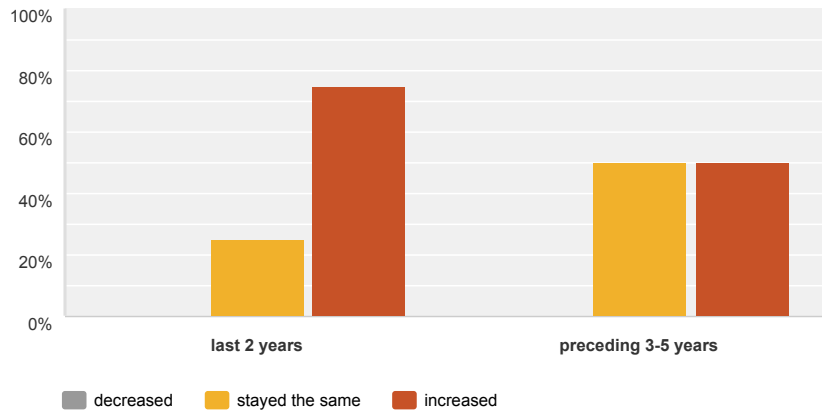


	Not at all	Somewhat	Extensive	Not applicable	Total
Rsch grp finance	8.33% 1	33.33% 4	41.67% 5	16.67% 2	12
Securing rsch funding	0.00% 0	41.67% 5	41.67% 5	16.67% 2	12
Service / admin	16.67% 2	41.67% 5	33.33% 4	8.33% 1	12
Review / promotion process	16.67% 2	41.67% 5	33.33% 4	8.33% 1	12
Paperwork/ bureaucracy	8.33% 1	50.00% 6	33.33% 4	8.33% 1	12
Dept politics	18.18% 2	63.64% 7	18.18% 2	0.00% 0	11
Campus politics	25.00% 3	58.33% 7	16.67% 2	0.00% 0	12
Timing of dept mtgs	41.67% 5	50.00% 6	8.33% 1	0.00% 0	12
Scholarly productivity	8.33% 1	66.67% 8	8.33% 1	16.67% 2	12
Teaching	25.00% 3	66.67% 8	8.33% 1	0.00% 0	12
Advising	41.67% 5	41.67% 5	8.33% 1	8.33% 1	12
Research group	16.67% 2	66.67% 8	0.00% 0	16.67% 2	12

Q11

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

Answered: 12 Skipped: 0

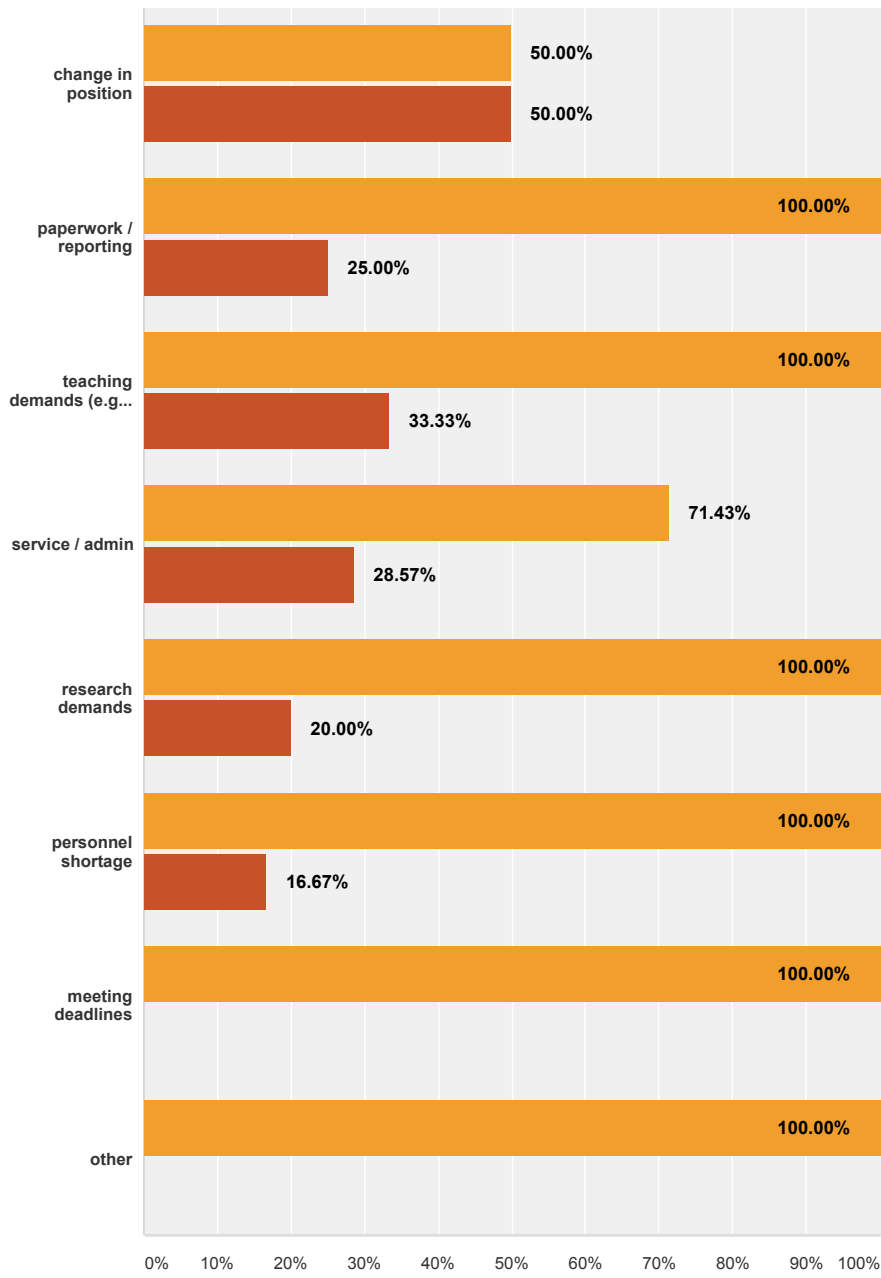


	decreased	stayed the same	increased	Total
last 2 years	0.00% 0	25.00% 3	75.00% 9	12
preceding 3-5 years	0.00% 0	50.00% 6	50.00% 6	12

Q12

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

Answered: 10 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
change in position	50.00% 3	50.00% 3	6
paperwork / reporting	100.00% 8	25.00% 2	8
teaching demands (e.g. increased student numbers)	100.00% 6	33.33% 2	6
service / admin	71.43% 5	28.57% 2	7
research demands	100.00% 5	20.00% 1	5
personnel shortage	100.00% 6	16.67% 1	6
meeting deadlines	100.00% 4	0.00% 0	4

other

100.00%
2

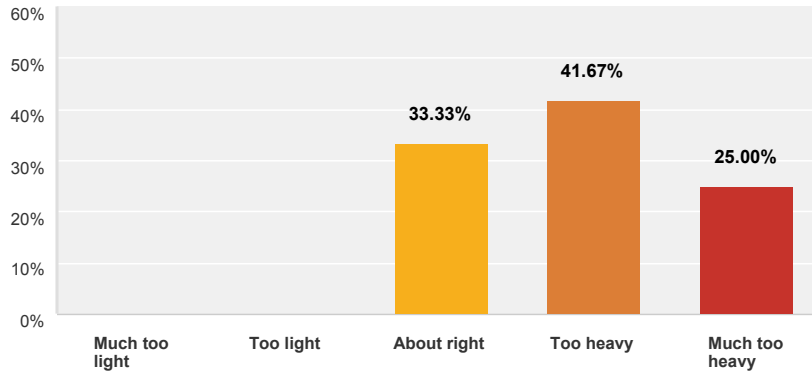
0.00%
0

2

Q13

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

Answered: 12 Skipped: 0



Answer Choices	Responses
Much too light	0.00% 0
Too light	0.00% 0
About right	33.33% 4
Too heavy	41.67% 5
Much too heavy	25.00% 3
Total	12

Q14

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

Answered: 4 Skipped: 8

Q15

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

Answered: 12 Skipped: 0

	Very dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Very satisfied	Not applicable	Total
Start-up funds	16.67% 2	8.33% 1	33.33% 4	16.67% 2	8.33% 1	16.67% 2	12
Salary	8.33% 1	50.00% 6	25.00% 3	16.67% 2	0.00% 0	0.00% 0	12
Length of contract	8.33% 1	0.00% 0	25.00% 3	16.67% 2	8.33% 1	41.67% 5	12
Benefits	0.00% 0	0.00% 0	8.33% 1	25.00% 3	66.67% 8	0.00% 0	12

Q16

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

Answered: 12 Skipped: 0

	Very dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Very satisfied	Not applicable	Total
Lab or research space	33.33% 4	0.00% 0	0.00% 0	50.00% 6	8.33% 1	8.33% 1	12
Staff support	33.33% 4	8.33% 1	16.67% 2	25.00% 3	16.67% 2	0.00% 0	12
Classroom space	8.33% 1	16.67% 2	33.33% 4	8.33% 1	33.33% 4	0.00% 0	12
Support for submitting grants	8.33% 1	25.00% 3	8.33% 1	41.67% 5	0.00% 0	16.67% 2	12
Availability of nearby parking	0.00% 0	16.67% 2	16.67% 2	25.00% 3	41.67% 5	0.00% 0	12
Office space	0.00% 0	0.00% 0	8.33% 1	16.67% 2	75.00% 9	0.00% 0	12
Library resources	0.00% 0	25.00% 3	33.33% 4	16.67% 2	25.00% 3	0.00% 0	12
Computer resources	0.00% 0	33.33% 4	41.67% 5	8.33% 1	16.67% 2	0.00% 0	12
Instructional/classroom technology	0.00% 0	16.67% 2	33.33% 4	33.33% 4	16.67% 2	0.00% 0	12
Number or breadth of faculty within department/unit to deliver curriculum	0.00% 0	41.67% 5	33.33% 4	8.33% 1	8.33% 1	8.33% 1	12
Number or breadth of faculty within department/unit to advance research	0.00% 0	16.67% 2	33.33% 4	33.33% 4	8.33% 1	8.33% 1	12

Q17

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

Answered: 12 Skipped: 0

	Very dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Very satisfied	Not applicable	Total
Access to teaching assistants	33.33% 4	33.33% 4	16.67% 2	8.33% 1	0.00% 0	8.33% 1	12
Committee and administrative responsibilities	25.00% 3	16.67% 2	33.33% 4	16.67% 2	0.00% 0	8.33% 1	12
Time available for scholarly work	16.67% 2	41.67% 5	25.00% 3	0.00% 0	0.00% 0	16.67% 2	12
Quality of graduate students	8.33% 1	16.67% 2	0.00% 0	58.33% 7	16.67% 2	0.00% 0	12
Intellectual stimulation of your work environment	8.33% 1	8.33% 1	8.33% 1	41.67% 5	25.00% 3	8.33% 1	12
Teaching responsibilities	0.00% 0	25.00% 3	16.67% 2	25.00% 3	33.33% 4	0.00% 0	12

Advising responsibilities	0.00% 0	16.67% 2	50.00% 6	16.67% 2	16.67% 2	0.00% 0	12
Access to students for research projects	0.00% 0	8.33% 1	16.67% 2	58.33% 7	0.00% 0	16.67% 2	12

Q18

How important are the following to you?:

Answered: 12 Skipped: 0

	Very important	Somewhat important	Neutral	Somewhat unimportant	Not very important	Not applicable	Total
Conducting research/scholarship	75.00% 9	8.33% 1	0.00% 0	0.00% 0	0.00% 0	16.67% 2	12
Teaching undergraduate students	66.67% 8	33.33% 4	0.00% 0	0.00% 0	0.00% 0	0.00% 0	12
Academic freedom	66.67% 8	16.67% 2	8.33% 1	0.00% 0	8.33% 1	0.00% 0	12
Teaching graduate students	58.33% 7	33.33% 4	8.33% 1	0.00% 0	0.00% 0	0.00% 0	12
Diversity on campus	50.00% 6	16.67% 2	25.00% 3	0.00% 0	8.33% 1	0.00% 0	12
Faculty input in decision-making	41.67% 5	50.00% 6	0.00% 0	0.00% 0	8.33% 1	0.00% 0	12
Open environment for discussing differing ideas	33.33% 4	25.00% 3	33.33% 4	0.00% 0	8.33% 1	0.00% 0	12
Intellectual activities with colleagues	16.67% 2	41.67% 5	33.33% 4	0.00% 0	8.33% 1	0.00% 0	12
Engage in student life/ activities	8.33% 1	41.67% 5	33.33% 4	8.33% 1	8.33% 1	0.00% 0	12
Engage in service/ committee work	0.00% 0	58.33% 7	33.33% 4	8.33% 1	0.00% 0	0.00% 0	12
Social activities with colleagues	0.00% 0	33.33% 4	41.67% 5	16.67% 2	8.33% 1	0.00% 0	12

Q19

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

Answered: 1 Skipped: 11

Q20

Please indicate your agreement or disagreement with the following statements:

Answered: 12 Skipped: 0

	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	Not applicable	Total
The creation of colleges has made my professional life better	25.00% 3	8.33% 1	58.33% 7	0.00% 0	8.33% 1	0.00% 0	12
I feel comfortable expressing my views openly	8.33% 1	8.33% 1	0.00% 0	58.33% 7	25.00% 3	0.00% 0	12

I am able to make decisions about my areas of responsibility	8.33% 1	0.00% 0	8.33% 1	66.67% 8	16.67% 2	0.00% 0	12
I have to work harder than some of my colleagues to be perceived as a legitimate scholar	8.33% 1	0.00% 0	33.33% 4	25.00% 3	25.00% 3	8.33% 1	12
My colleagues value my research/scholarship	0.00% 0	16.67% 2	8.33% 1	50.00% 6	8.33% 1	16.67% 2	12
My colleagues value my contributions to teaching and advising	0.00% 0	0.00% 0	8.33% 1	75.00% 9	16.67% 2	0.00% 0	12
My colleagues value my service and administrative contributions	0.00% 0	8.33% 1	41.67% 5	33.33% 4	16.67% 2	0.00% 0	12
The quality of my scholarship is positively affected by my interactions with CSM colleagues	0.00% 0	16.67% 2	16.67% 2	33.33% 4	16.67% 2	16.67% 2	12
I feel I am given the opportunity to serve on important committees	0.00% 0	8.33% 1	8.33% 1	50.00% 6	25.00% 3	8.33% 1	12
My department/unit is a good fit for me	0.00% 0	16.67% 2	0.00% 0	33.33% 4	50.00% 6	0.00% 0	12
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	16.67% 2	8.33% 1	41.67% 5	33.33% 4	0.00% 0	12
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	16.67% 2	16.67% 2	16.67% 2	41.67% 5	8.33% 1	12

Q21

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

Answered: 12 Skipped: 0

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	Not applicable	Total
Decision-making is efficient	8.33% 1	8.33% 1	8.33% 1	58.33% 7	16.67% 2	0.00% 0	12
Interdisciplinary research is valued and supported	0.00% 0	8.33% 1	8.33% 1	50.00% 6	25.00% 3	8.33% 1	12
Department/unit creates a collegial and supportive environment	0.00% 0	8.33% 1	25.00% 3	41.67% 5	25.00% 3	0.00% 0	12
Department/unit helps me obtain or manage the resources I need	0.00% 0	8.33% 1	25.00% 3	41.67% 5	25.00% 3	0.00% 0	12
Decision-	0.00%	16.67%	16.67%	41.67%	25.00%	0.00%	

making is collaborative and transparent	0	2	2	5	3	0	12
Decision-making is fair	0.00% 0	8.33% 1	16.67% 2	58.33% 7	16.67% 2	0.00% 0	12
Decision-making reflects sound priorities and relevant data	0.00% 0	16.67% 2	25.00% 3	33.33% 4	25.00% 3	0.00% 0	12
I have a voice in decision-making	0.00% 0	25.00% 3	8.33% 1	41.67% 5	25.00% 3	0.00% 0	12
I feel comfortable, included, and valued	0.00% 0	8.33% 1	33.33% 4	41.67% 5	16.67% 2	0.00% 0	12
Diversity of opinion is respected and valued	0.00% 0	8.33% 1	16.67% 2	50.00% 6	25.00% 3	0.00% 0	12

Q22

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

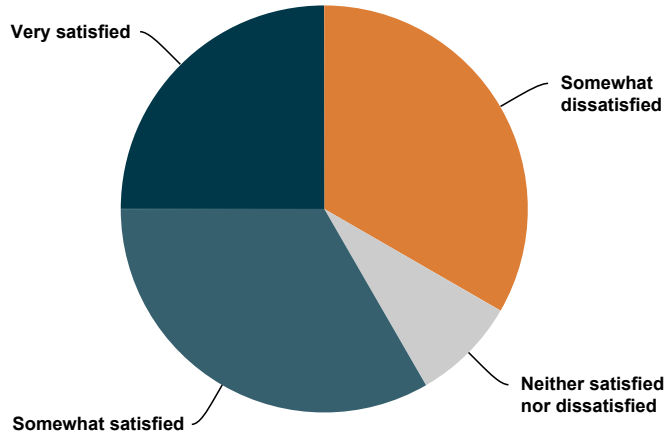
Answered: 12 Skipped: 0

	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	Not applicable	Total
Decision-making is collaborative and transparent	25.00% 3	41.67% 5	8.33% 1	8.33% 1	16.67% 2	0.00% 0	12
CSM helps me obtain or manage the resources I need	8.33% 1	25.00% 3	41.67% 5	8.33% 1	16.67% 2	0.00% 0	12
Decision-making is fair	8.33% 1	25.00% 3	41.67% 5	8.33% 1	16.67% 2	0.00% 0	12
Decision-making is efficient	8.33% 1	25.00% 3	41.67% 5	8.33% 1	16.67% 2	0.00% 0	12
Decision-making reflects sound priorities and relevant data	8.33% 1	16.67% 2	41.67% 5	16.67% 2	16.67% 2	0.00% 0	12
I have a voice in decision-making	8.33% 1	41.67% 5	16.67% 2	16.67% 2	16.67% 2	0.00% 0	12
I feel comfortable, included, and valued	8.33% 1	25.00% 3	25.00% 3	16.67% 2	25.00% 3	0.00% 0	12
Diversity of opinion is respected and valued	9.09% 1	36.36% 4	27.27% 3	0.00% 0	27.27% 3	0.00% 0	11
Interdisciplinary research is valued and supported	0.00% 0	16.67% 2	16.67% 2	50.00% 6	8.33% 1	8.33% 1	12
CSM creates a collegial and supportive environment	0.00% 0	16.67% 2	41.67% 5	25.00% 3	16.67% 2	0.00% 0	12

Q23

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

Answered: 12 Skipped: 0

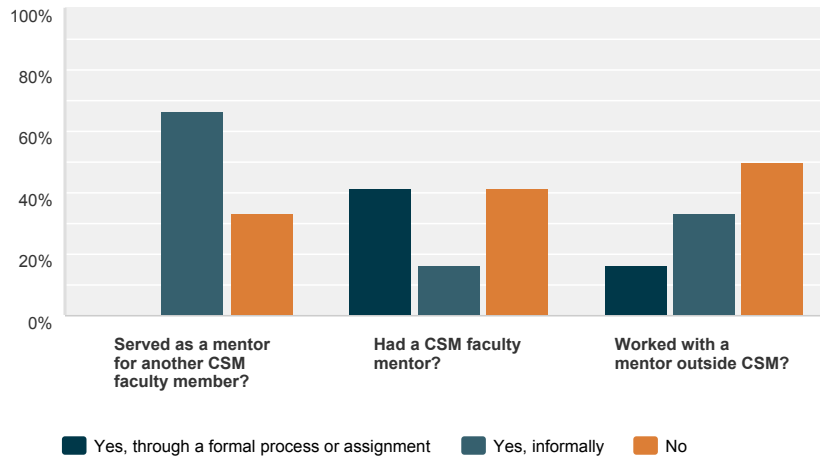


Answer Choices	Responses	Count
Very dissatisfied	0.00%	0
Somewhat dissatisfied	33.33%	4
Neither satisfied nor dissatisfied	8.33%	1
Somewhat satisfied	33.33%	4
Very satisfied	25.00%	3
Total		12

Q24

While at CSM, have you:

Answered: 12 Skipped: 0

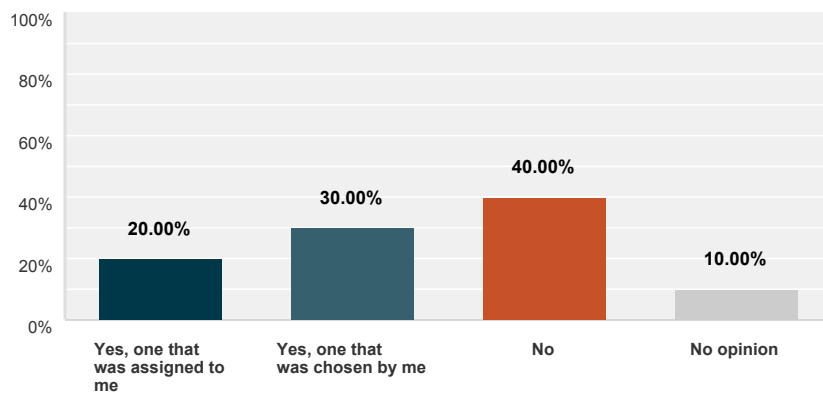


	Yes, through a formal process or assignment	Yes, informally	No	Total
Served as a mentor for another CSM faculty member?	0.00% 0	66.67% 8	33.33% 4	12
Had a CSM faculty mentor?	41.67% 5	16.67% 2	41.67% 5	12
Worked with a	16.67%	33.33%	50.00%	

Q25

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

Answered: 10 Skipped: 2

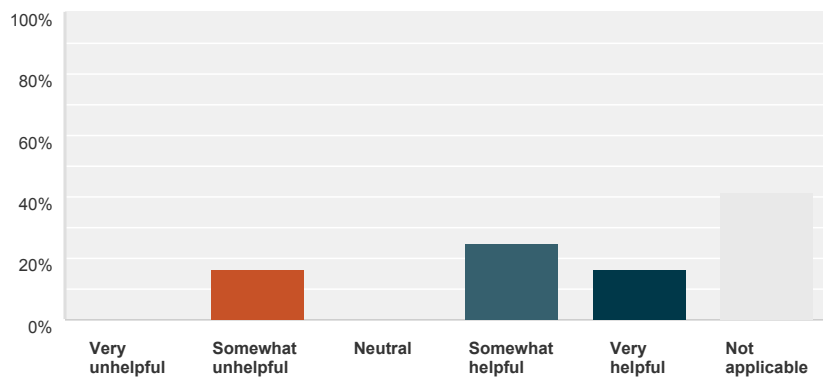


Answer Choices	Responses	
Yes, one that was assigned to me	20.00%	2
Yes, one that was chosen by me	30.00%	3
No	40.00%	4
No opinion	10.00%	1
Total		10

Q26

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

Answered: 12 Skipped: 0



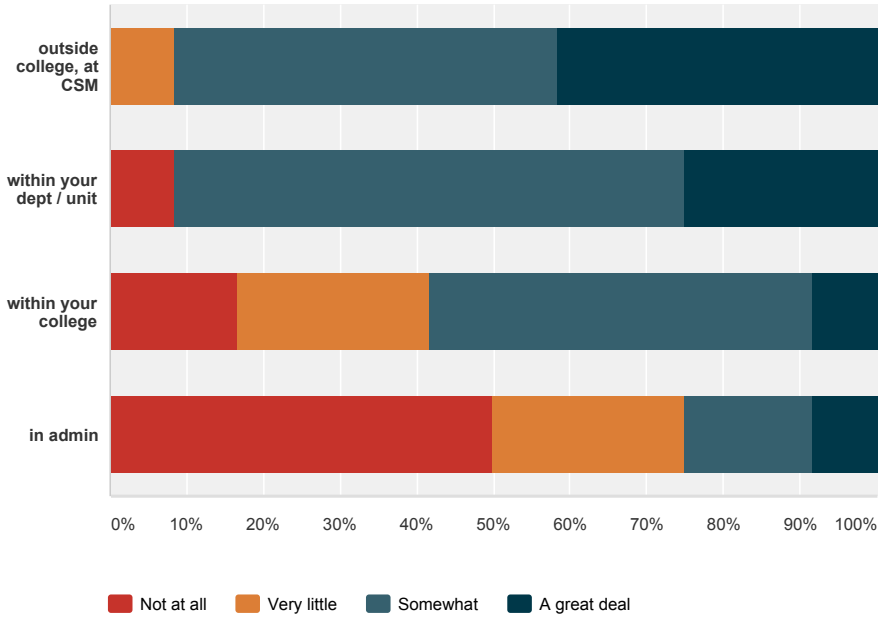
Answer Choices	Responses	
Very unhelpful	0.00%	0
Somewhat unhelpful	16.67%	2
Neutral	0.00%	0
Somewhat helpful	25.00%	3

Very helpful	16.67%	2
Not applicable	41.67%	5
Total		12

Q27

To what extent have you collaborated with colleagues:

Answered: 12 Skipped: 0

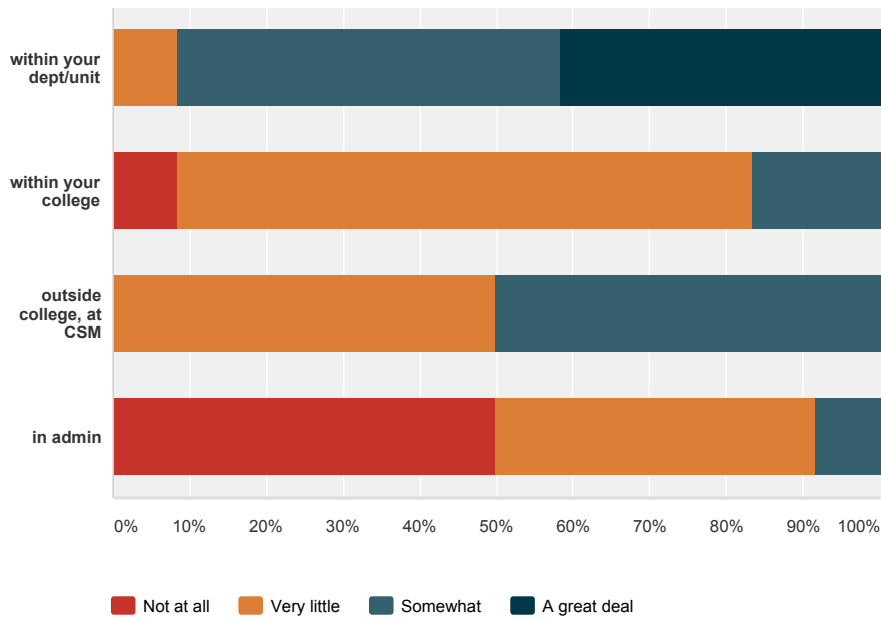


	Not at all	Very little	Somewhat	A great deal	Total
outside college, at CSM	0.00% 0	8.33% 1	50.00% 6	41.67% 5	12
within your dept / unit	8.33% 1	0.00% 0	66.67% 8	25.00% 3	12
within your college	16.67% 2	25.00% 3	50.00% 6	8.33% 1	12
in admin	50.00% 6	25.00% 3	16.67% 2	8.33% 1	12

Q28

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

Answered: 12 Skipped: 0

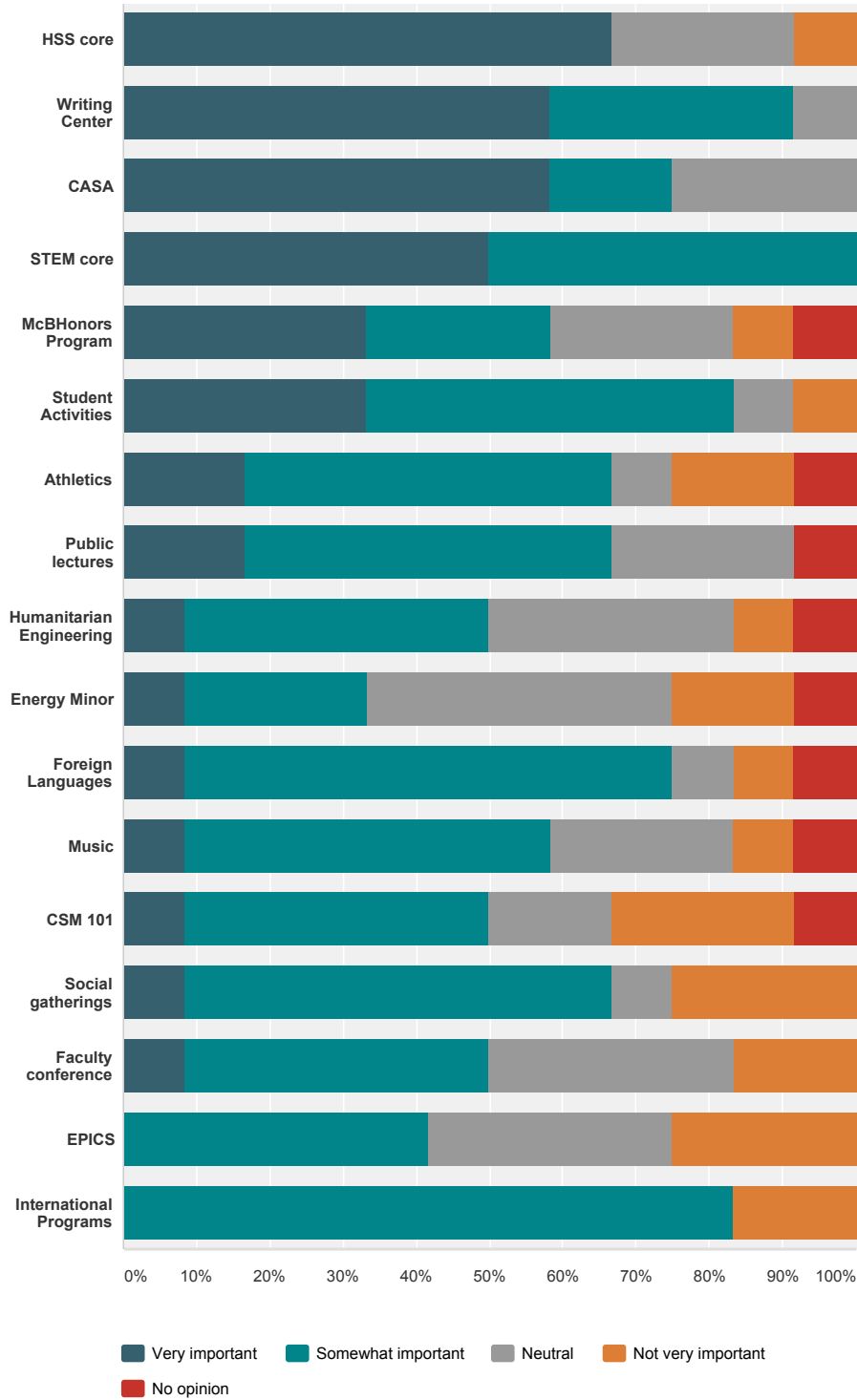


	Not at all	Very little	Somewhat	A great deal	Total
within your dept/unit	0.00% 0	8.33% 1	50.00% 6	41.67% 5	12
within your college	8.33% 1	75.00% 9	16.67% 2	0.00% 0	12
outside college, at CSM	0.00% 0	50.00% 6	50.00% 6	0.00% 0	12
in admin	50.00% 6	41.67% 5	8.33% 1	0.00% 0	12

Q29

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

Answered: 12 Skipped: 0



	Very important	Somewhat important	Neutral	Not very important	No opinion	Total
HSS core	66.67% 8	0.00% 0	25.00% 3	8.33% 1	0.00% 0	12
Writing Center	58.33% 7	33.33% 4	8.33% 1	0.00% 0	0.00% 0	12
CASA	58.33% 7	16.67% 2	25.00% 3	0.00% 0	0.00% 0	12
STEM core	50.00% 6	50.00% 6	0.00% 0	0.00% 0	0.00% 0	12
McBHonors Program	33.33% 4	25.00% 3	25.00% 3	8.33% 1	8.33% 1	12
Student Activities	33.33% 4	50.00% 6	8.33% 1	8.33% 1	0.00% 0	12
Athletics	16.67%	50.00%	8.33%	16.67%	8.33%	

	2	6	1	2	1	12
Public lectures	16.67% 2	50.00% 6	25.00% 3	0.00% 0	8.33% 1	12
Humanitarian Engineering	8.33% 1	41.67% 5	33.33% 4	8.33% 1	8.33% 1	12
Energy Minor	8.33% 1	25.00% 3	41.67% 5	16.67% 2	8.33% 1	12
Foreign Languages	8.33% 1	66.67% 8	8.33% 1	8.33% 1	8.33% 1	12
Music	8.33% 1	50.00% 6	25.00% 3	8.33% 1	8.33% 1	12
CSM 101	8.33% 1	41.67% 5	16.67% 2	25.00% 3	8.33% 1	12
Social gatherings	8.33% 1	58.33% 7	8.33% 1	25.00% 3	0.00% 0	12
Faculty conference	8.33% 1	41.67% 5	33.33% 4	16.67% 2	0.00% 0	12
EPICS	0.00% 0	41.67% 5	33.33% 4	25.00% 3	0.00% 0	12
International Programs	0.00% 0	83.33% 10	0.00% 0	16.67% 2	0.00% 0	12

Q30

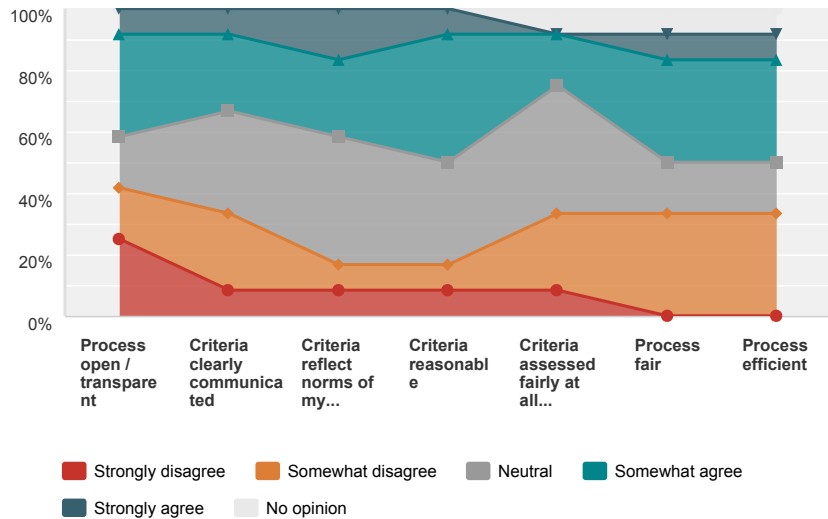
Do you have any additional comments about mentorship and collaboration? (optional)

Answered: 1 Skipped: 11

Q31

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

Answered: 12 Skipped: 0



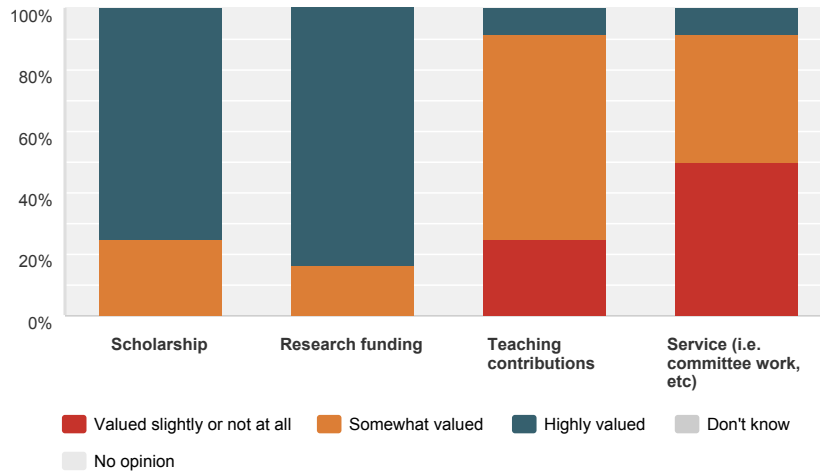
	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	No opinion	Total
Process open / transparent	25.00% 3	16.67% 2	16.67% 2	33.33% 4	8.33% 1	0.00% 0	12

Criteria clearly communicated	8.33% 1	25.00% 3	33.33% 4	25.00% 3	8.33% 1	0.00% 0	12
Criteria reflect norms of my discipline	8.33% 1	8.33% 1	41.67% 5	25.00% 3	16.67% 2	0.00% 0	12
Criteria reasonable	8.33% 1	8.33% 1	33.33% 4	41.67% 5	8.33% 1	0.00% 0	12
Criteria assessed fairly at all levels	8.33% 1	25.00% 3	41.67% 5	16.67% 2	0.00% 0	8.33% 1	12
Process fair	0.00% 0	33.33% 4	16.67% 2	33.33% 4	8.33% 1	8.33% 1	12
Process efficient	0.00% 0	33.33% 4	16.67% 2	33.33% 4	8.33% 1	8.33% 1	12

Q32

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

Answered: 12 Skipped: 0

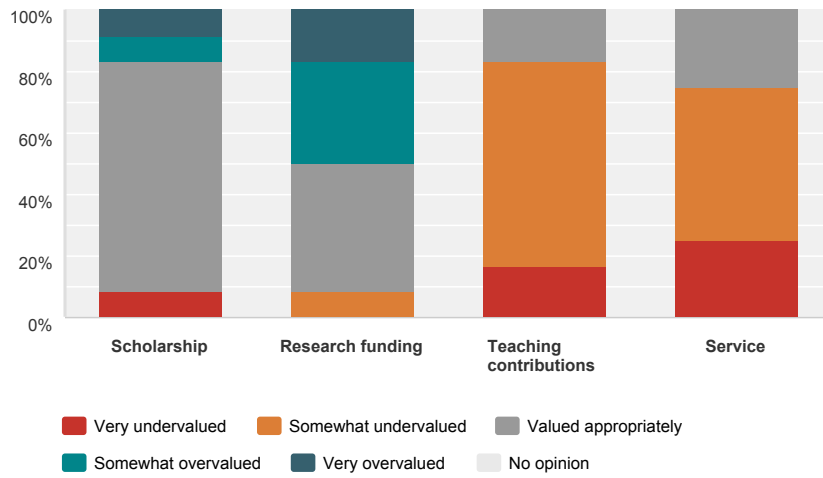


	Valued slightly or not at all	Somewhat valued	Highly valued	Don't know	No opinion	Total
Scholarship	0.00% 0	25.00% 3	75.00% 9	0.00% 0	0.00% 0	12
Research funding	0.00% 0	16.67% 2	83.33% 10	0.00% 0	0.00% 0	12
Teaching contributions	25.00% 3	66.67% 8	8.33% 1	0.00% 0	0.00% 0	12
Service (i.e. committee work, etc)	50.00% 6	41.67% 5	8.33% 1	0.00% 0	0.00% 0	12

Q33

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

Answered: 12 Skipped: 0



	Very undervalued	Somewhat undervalued	Valued appropriately	Somewhat overvalued	Very overvalued	No opinion	Total
Scholarship	8.33% 1	0.00% 0	75.00% 9	8.33% 1	8.33% 1	0.00% 0	12
Research funding	0.00% 0	8.33% 1	41.67% 5	33.33% 4	16.67% 2	0.00% 0	12
Teaching contributions	16.67% 2	66.67% 8	16.67% 2	0.00% 0	0.00% 0	0.00% 0	12
Service	25.00% 3	50.00% 6	25.00% 3	0.00% 0	0.00% 0	0.00% 0	12

Q34

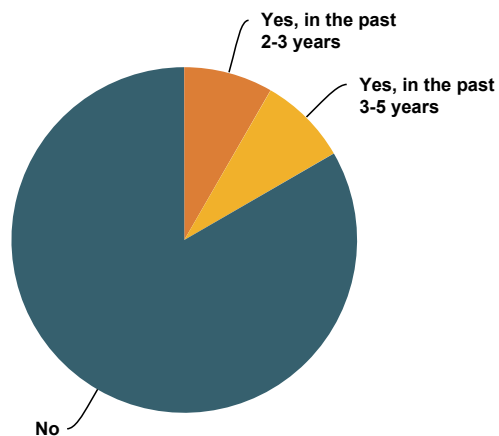
Do you have any additional comments about promotion and/or tenure? (optional)

Answered: 1 Skipped: 11

Q35

Have you applied for a job at another university recently?

Answered: 12 Skipped: 0

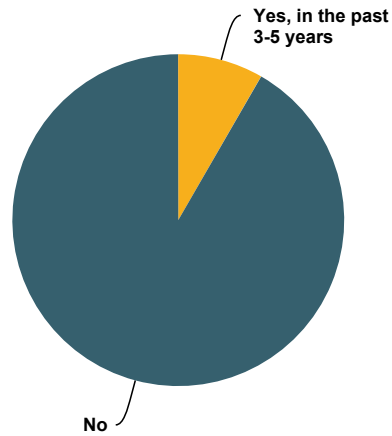


Yes, in the past year	0.00%	0
Yes, in the past 2-3 years	8.33%	1
Yes, in the past 3-5 years	8.33%	1
No	83.33%	10
Total		12

Q36

Have you applied for a job outside academia recently?

Answered: 12 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	8.33% 1
No	91.67% 11
Total	12

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: 11 Skipped: 1

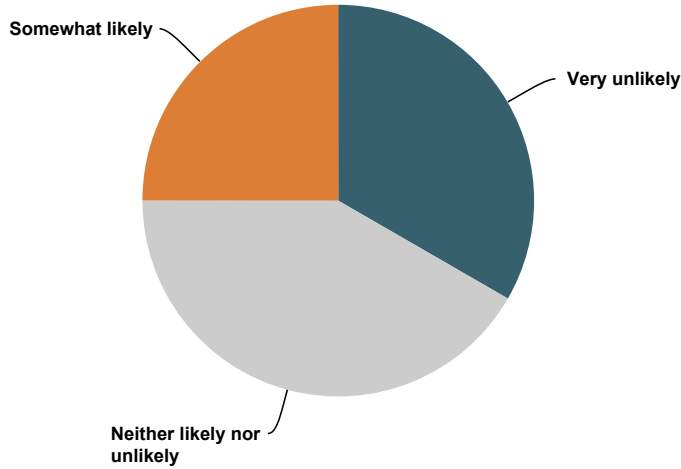
Answer Choices	Responses
Salary	0.00% 0
Course load	0.00% 0
Administrative responsibilities	0.00% 0
Leave time	0.00% 0
Summer salary	0.00% 0
Special timing of the tenure clock	0.00% 0

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%	11
Total Respondents: 11		

Q38

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

Answered: 12 Skipped: 0



Answer Choices	Responses	
Very unlikely	33.33%	4
Somewhat unlikely	0.00%	0
Neither likely nor unlikely	41.67%	5
Somewhat likely	25.00%	3
Very likely	0.00%	0
Total		12

Q39

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

Answered: 12 Skipped: 0

	Not at all	To some extent	To a great extent	Not applicable	Total
To enhance your career in other ways	8.33% 1	33.33% 4	41.67% 5	16.67% 2	12
To increase your time to do research	25.00% 3	33.33% 4	25.00% 3	16.67% 2	12
To increase your salary	16.67% 2	50.00% 6	16.67% 2	16.67% 2	12
To find a more supportive work environment	16.67% 2	50.00% 6	16.67% 2	16.67% 2	12

To find a more satisfying intellectual environment	33.33% 4	33.33% 4	16.67% 2	16.67% 2	12
To reduce stress	41.67% 5	25.00% 3	16.67% 2	16.67% 2	12
To reduce workload	41.67% 5	25.00% 3	16.67% 2	16.67% 2	12
Retirement	58.33% 7	0.00% 0	16.67% 2	25.00% 3	12
Great opportunities in my field	41.67% 5	25.00% 3	16.67% 2	16.67% 2	12
To improve your prospects for tenure	41.67% 5	8.33% 1	8.33% 1	41.67% 5	12
Benefits	75.00% 9	0.00% 0	8.33% 1	16.67% 2	12
To live elsewhere	66.67% 8	8.33% 1	8.33% 1	16.67% 2	12
To pursue a nonacademic job	50.00% 6	25.00% 3	0.00% 0	25.00% 3	12
To address child-related issues	50.00% 6	16.67% 2	0.00% 0	33.33% 4	12
To improve the employment situation of your spouse/partner	58.33% 7	8.33% 1	0.00% 0	33.33% 4	12
To lower your cost of living	75.00% 9	0.00% 0	0.00% 0	25.00% 3	12

Q40

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

Answered: 12 Skipped: 0

	Not at all	To some extent	To a great extent	Not applicable	Total
Living in the area	16.67% 2	16.67% 2	66.67% 8	0.00% 0	12
Benefits	25.00% 3	41.67% 5	33.33% 4	0.00% 0	12
Tenure or prospects for tenure	41.67% 5	25.00% 3	25.00% 3	8.33% 1	12
Other career benefits	41.67% 5	41.67% 5	16.67% 2	0.00% 0	12
Open intellectual environment	41.67% 5	41.67% 5	16.67% 2	0.00% 0	12
Employment situation of your spouse/partner	58.33% 7	16.67% 2	16.67% 2	8.33% 1	12
Supportive work environment	41.67% 5	50.00% 6	8.33% 1	0.00% 0	12
Child-related issues	50.00% 6	33.33% 4	8.33% 1	8.33% 1	12
Cost of living	66.67% 8	25.00% 3	8.33% 1	0.00% 0	12
Retirement	41.67% 5	50.00% 6	8.33% 1	0.00% 0	12
Salary	66.67% 8	33.33% 4	0.00% 0	0.00% 0	12
Time to do research	58.33% 7	41.67% 5	0.00% 0	0.00% 0	12
Stress level	91.67% 11	8.33% 1	0.00% 0	0.00% 0	12

Workload	91.67% 11	8.33% 1	0.00% 0	0.00% 0	12
Lack of opportunities in my field	83.33% 10	16.67% 2	0.00% 0	0.00% 0	12

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: 12 Skipped: 0

	Not at all	Somewhat	Extensive	Not applicable	Total
Care of someone who is ill, disabled, aging, and/or in need of special services	75.00% 9	8.33% 1	16.67% 2	0.00% 0	12
Being part of a dual-career couple	58.33% 7	16.67% 2	16.67% 2	8.33% 1	12
Childcare	33.33% 4	41.67% 5	8.33% 1	16.67% 2	12
Managing household responsibilities	33.33% 4	66.67% 8	0.00% 0	0.00% 0	12
Your health	83.33% 10	16.67% 2	0.00% 0	0.00% 0	12
Cost of living	66.67% 8	33.33% 4	0.00% 0	0.00% 0	12
Commuting to and from work	91.67% 11	8.33% 1	0.00% 0	0.00% 0	12
Time to spend with family	16.67% 2	83.33% 10	0.00% 0	0.00% 0	12

Q42

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

Answered: 12 Skipped: 0

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

Total Respondents: 12

Q43

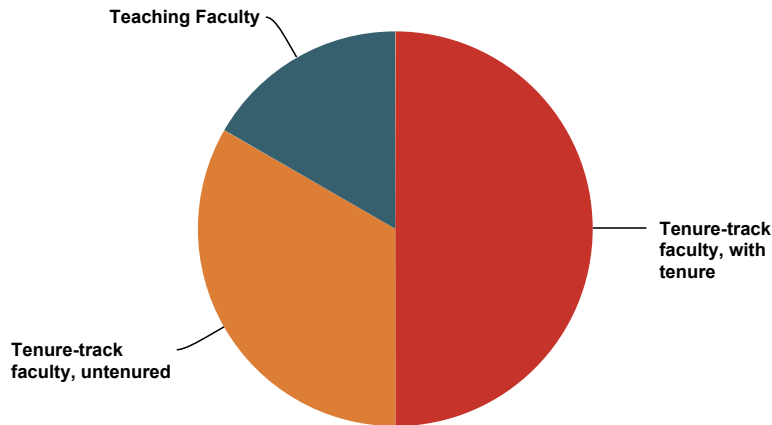
Do you have any additional comments about hiring and retention? (optional)

Answered: 1 Skipped: 11

Q44

What is your current position?

Answered: 12 Skipped: 0



Answer Choices	Responses	
Tenure-track faculty, with tenure	50.00%	6
Tenure-track faculty, untenured	33.33%	4
Teaching Faculty	16.67%	2
Research Faculty	0.00%	0
Library Faculty	0.00%	0
Other	0.00%	0
I prefer not to say	0.00%	0
Total		12

Q45

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

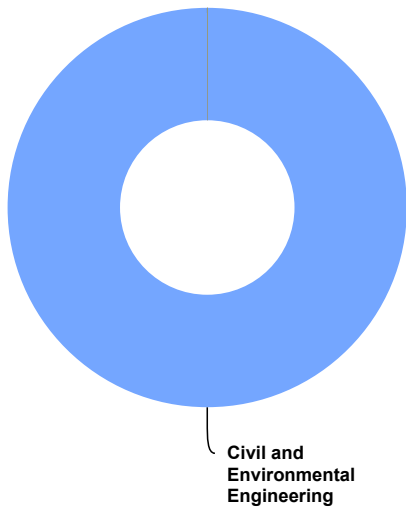
Answered: 12 Skipped: 0

Answer Choices	Responses	
1-3 years	25.00%	3
4-9 years	16.67%	2
10+ years	58.33%	7
I prefer not to say	0.00%	0
Total		12

Q46

In which department/unit is your primary appointment?

Answered: 12 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	0.00%	0
Civil and Environmental Engineering	100.00%	12
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		12

Q47

Gender

Answered: 12 Skipped: 0

Answer Choices	Responses	
Male	66.67%	8
Female	25.00%	3
I prefer not to say	8.33%	1
Total		12

Q48

Race/ethnicity

Answered: 12 Skipped: 0

Answer Choices	Responses	
Black	0.00%	0
American Indian/Alaska Native	8.33%	1
Asian/Pacific Islander	0.00%	0
Hispanic	8.33%	1
White	66.67%	8
I prefer not to say	16.67%	2
Total		12

Q49

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

Answered: 0 Skipped: 12

Q50

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

Answered: 3 Skipped: 9