

# CSM Faculty Climate Survey - Economics and Business

These are summary results for Economics and Business only.

All Pages

7 responses

238 days (January 21, 2014 - now)

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Q1

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

Answered: 7 Skipped: 0

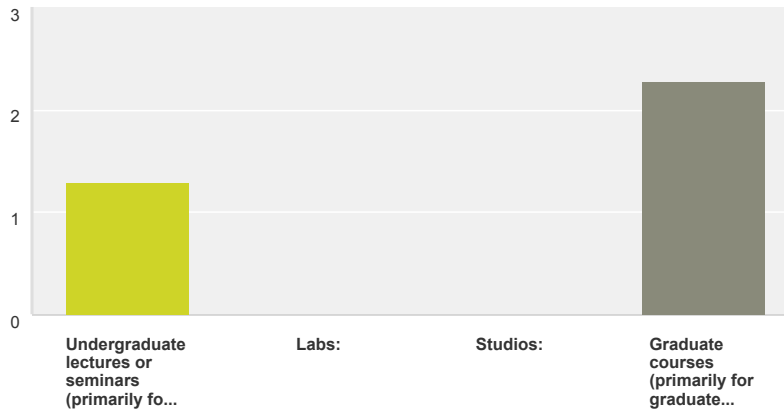
Answer Choices	Average Number	Total Number	Responses
<b>Total number of sections/courses taught:</b>	4	25	7
<b>Total distinct preps (# sections):</b>	2	17	7
<b>Total credit hours delivered:</b>	10	30	3
<b>Total credit hours bought-out for research:</b>	0	0	6
<b>Total students in all sections:</b>	95	567	6

Total Respondents: 7

Q2

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

Answered: 7 Skipped: 0



Answer Choices	Average Number	Total Number	Responses
<b>Undergraduate lectures or seminars (primarily for undergraduates):</b>	1	9	7
<b>Labs:</b>	0	0	7
<b>Studios:</b>	0	0	7
<b>Graduate courses (primarily for graduate students):</b>	2	16	7

Total Respondents: 7

Q3

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

Answered: 7 Skipped: 0

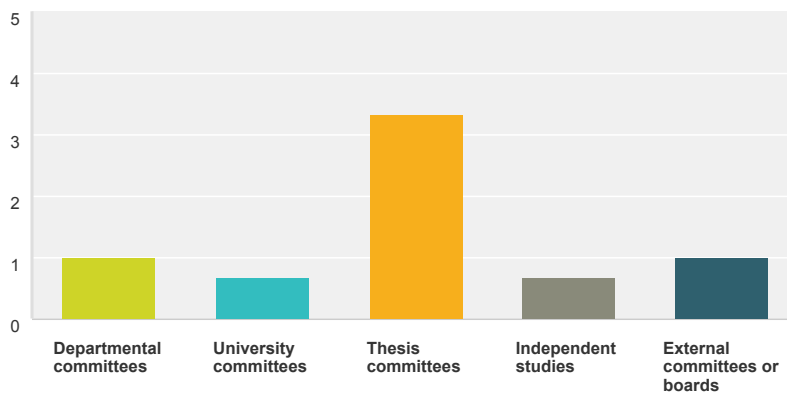
Answer Choices	Responses	
Yes, research related (e.g. charge-outs)	0.00%	0
Yes, service or administration related (e.g. program director, dept head., etc.)	14.29%	1
Yes, for other reasons	42.86%	3
No	42.86%	3

Total Respondents: 7

Q4

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

Answered: 7 Skipped: 0



Answer Choices	Average Number	Total Number	Responses
Departmental committees	1	7	7
University committees	1	4	6
Thesis committees	3	20	6
Independent studies	1	4	6
External committees or boards	1	7	7

Total Respondents: 7

Q5

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

Answered: 7 Skipped: 0

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

Other administrative capacity (e.g. assistant dept head)	57.14% 4	28.57% 2	14.29% 1	7
Director or Head of department/division	85.71% 6	14.29% 1	0.00% 0	7
Director of center, program, or institute	85.71% 6	14.29% 1	0.00% 0	7
Course coordinator	71.43% 5	14.29% 1	14.29% 1	7
Chair of a departmental or university committee	71.43% 5	0.00% 0	28.57% 2	7

Q6

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

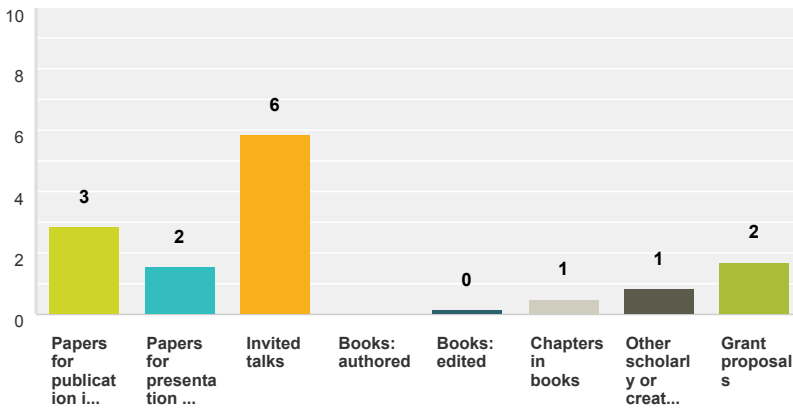
Answered: 6 Skipped: 1

	Teaching relief	Extra compensation	No	Total Respondents
Director or Head of department/division	16.67% 1	16.67% 1	83.33% 5	6
Director of center, program, or institute	0.00% 0	0.00% 0	100.00% 6	6
Chair of a committee	0.00% 0	0.00% 0	100.00% 6	6
Course coordinator	0.00% 0	0.00% 0	100.00% 6	6
Other administrative capacity (e.g. assistant dept head)	0.00% 0	0.00% 0	100.00% 6	6

Q7

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

Answered: 7 Skipped: 0



Answer Choices	Average Number	Total Number	Responses
Papers for publication in peer-reviewed journals	3	20	7
Papers for presentation at conferences	2	11	7
Invited talks	6	41	7
Books: authored	0	0	6
Books: edited	0	1	6
Chapters in books	1	3	6
Other scholarly or creative works	1	5	6
Grant proposals	2	12	7

Total Respondents: 7

Q8

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

Answered: 7 Skipped: 0

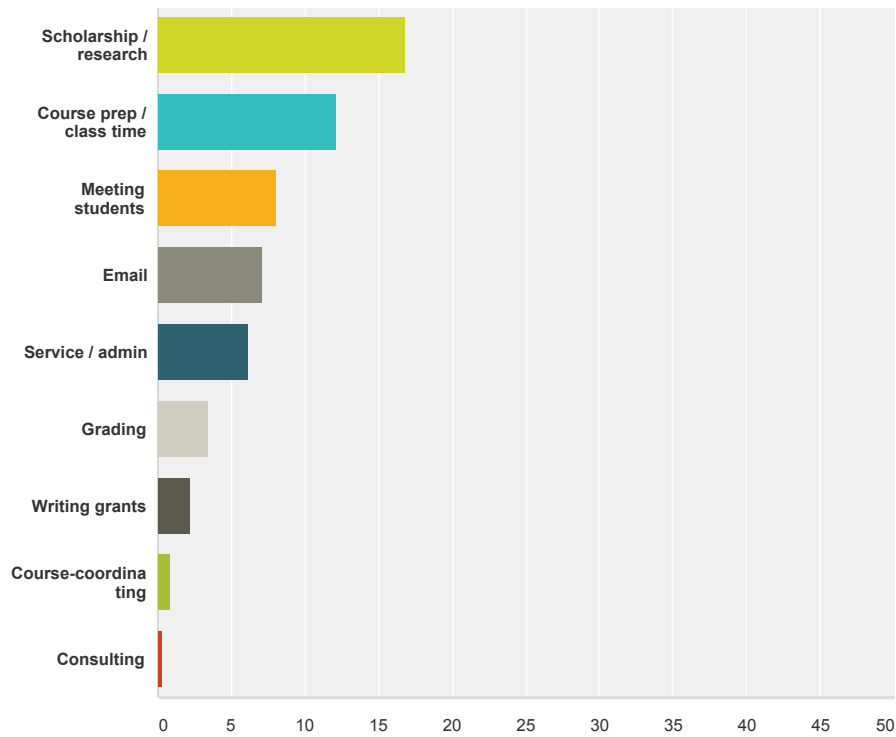
Answer Choices	Average Number	Total Number	Responses
# MS students/advises	3	22	7
# PhD students/advises	2	17	7

Total Respondents: 7

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: 7 Skipped: 0



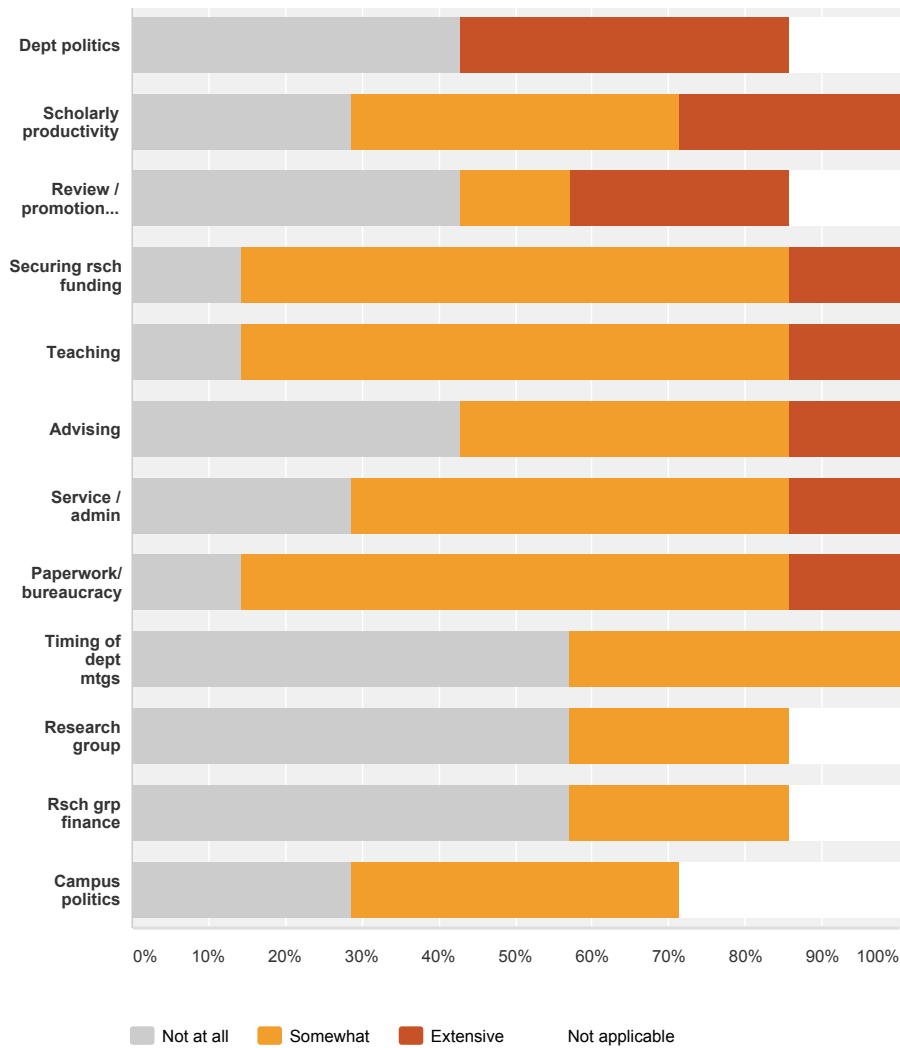
Answer Choices	Average Number	Total Number	Responses
Scholarship / research	17	118	7
Course prep / class time	12	85	7
Meeting students	8	56	7
Email	7	50	7
Service / admin	6	43	7
Grading	3	24	7
Writing grants	2	15	7
Course-coordinating	1	5	6
Consulting	0	2	6

Total Respondents: 7

## 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: 7 Skipped: 0

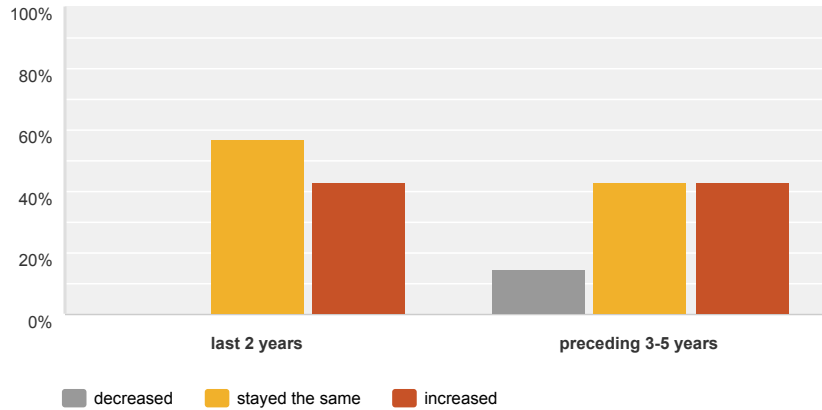


	Not at all	Somewhat	Extensive	Not applicable	Total
Dept politics	42.86% 3	0.00% 0	42.86% 3	14.29% 1	7
Scholarly productivity	28.57% 2	42.86% 3	28.57% 2	0.00% 0	7
Review / promotion process	42.86% 3	14.29% 1	28.57% 2	14.29% 1	7
Securing rsch funding	14.29% 1	71.43% 5	14.29% 1	0.00% 0	7
Teaching	14.29% 1	71.43% 5	14.29% 1	0.00% 0	7
Advising	42.86% 3	42.86% 3	14.29% 1	0.00% 0	7
Service / admin	28.57% 2	57.14% 4	14.29% 1	0.00% 0	7
Paperwork/ bureaucracy	14.29% 1	71.43% 5	14.29% 1	0.00% 0	7
Timing of dept mtgs	57.14% 4	42.86% 3	0.00% 0	0.00% 0	7
Research group	57.14% 4	28.57% 2	0.00% 0	14.29% 1	7
Rsch grp finance	57.14% 4	28.57% 2	0.00% 0	14.29% 1	7
Campus politics	28.57% 2	42.86% 3	0.00% 0	28.57% 2	7

Q11

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

Answered: 7 Skipped: 0

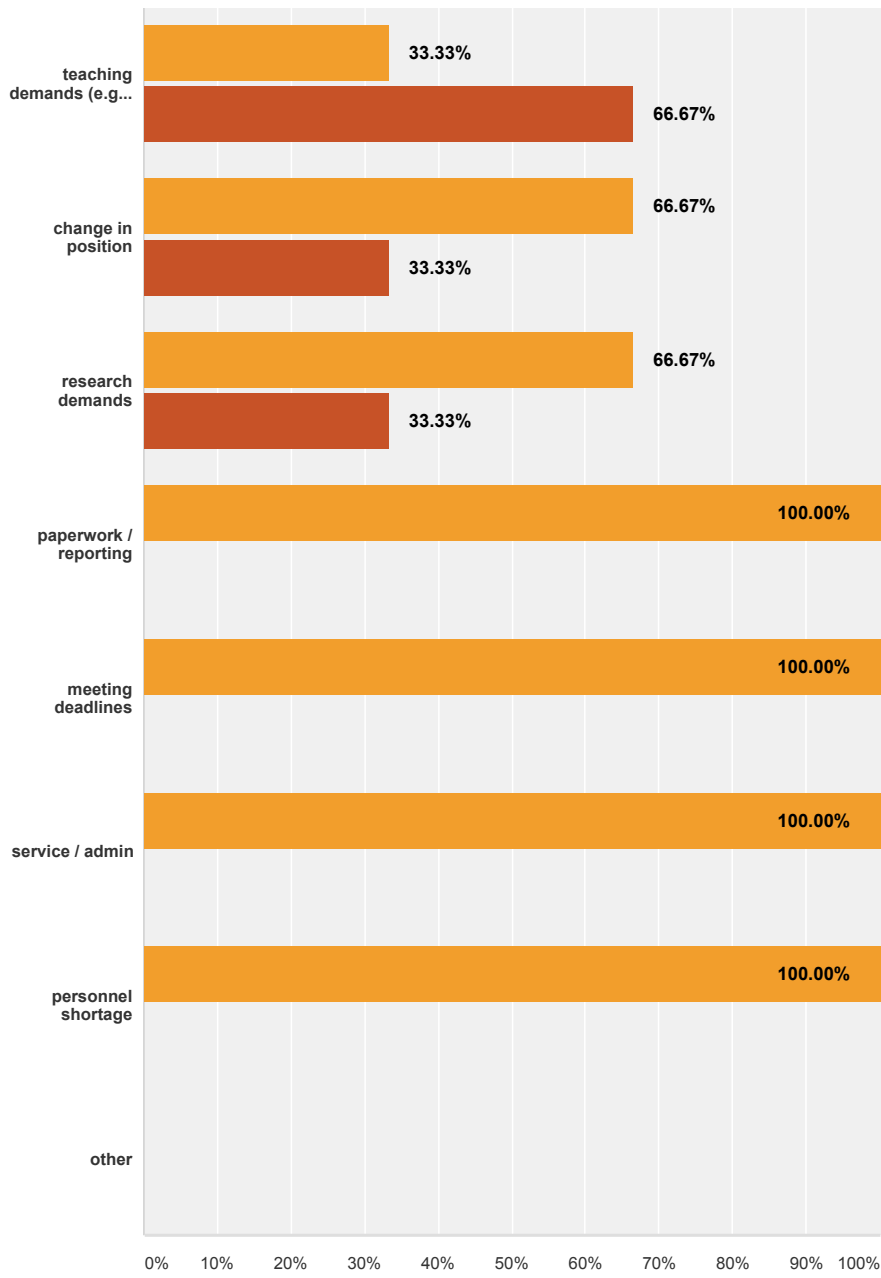


	decreased	stayed the same	increased	Total
last 2 years	0.00% 0	57.14% 4	42.86% 3	7
preceding 3-5 years	14.29% 1	42.86% 3	42.86% 3	7

Q12

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

Answered: 4 Skipped: 3



■ 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)	33.33% 1	66.67% 2	3
change in position	66.67% 2	33.33% 1	3
research demands	66.67% 2	33.33% 1	3
paperwork / reporting	100.00% 2	0.00% 0	2
meeting deadlines	100.00% 3	0.00% 0	3
service / admin	100.00% 3	0.00% 0	3
personnel shortage	100.00% 3	0.00% 0	3



other

0.00%  
0

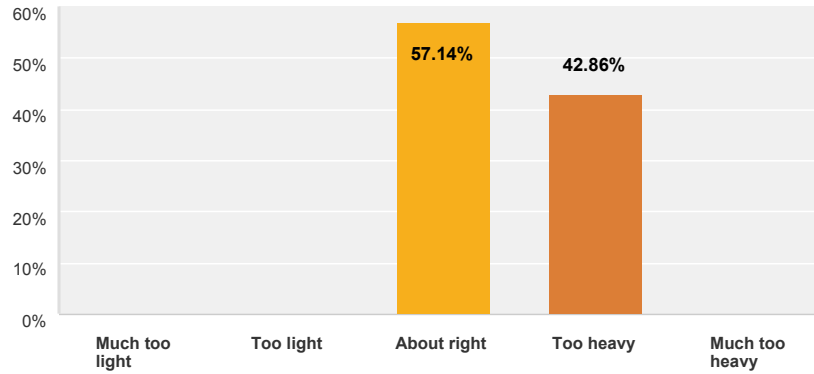
0.00%  
0

0

Q13

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

Answered: 7 Skipped: 0



Answer Choices	Responses	
Much too light	0.00%	0
Too light	0.00%	0
About right	57.14%	4
Too heavy	42.86%	3
Much too heavy	0.00%	0
Total		7

Q14

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

Answered: 1 Skipped: 6

Q15

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

Answered: 7 Skipped: 0

	Very dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Very satisfied	Not applicable	Total
Salary	0.00% 0	71.43% 5	0.00% 0	14.29% 1	14.29% 1	0.00% 0	7
Start-up funds	0.00% 0	28.57% 2	28.57% 2	0.00% 0	14.29% 1	28.57% 2	7
Length of contract	0.00% 0	14.29% 1	28.57% 2	28.57% 2	14.29% 1	14.29% 1	7
Benefits	0.00% 0	14.29% 1	0.00% 0	28.57% 2	57.14% 4	0.00% 0	7

Q16

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

Answered: 7 Skipped: 0

	Very dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Very satisfied	Not applicable	Total
Availability of nearby parking	28.57% 2	14.29% 1	14.29% 1	14.29% 1	14.29% 1	14.29% 1	7
Staff support	28.57% 2	28.57% 2	0.00% 0	0.00% 0	42.86% 3	0.00% 0	7
Support for submitting grants	28.57% 2	57.14% 4	0.00% 0	0.00% 0	0.00% 0	14.29% 1	7
Number or breadth of faculty within department/unit to deliver curriculum	28.57% 2	42.86% 3	0.00% 0	0.00% 0	14.29% 1	14.29% 1	7
Number or breadth of faculty within department/unit to advance research	28.57% 2	28.57% 2	0.00% 0	0.00% 0	28.57% 2	14.29% 1	7
Classroom space	14.29% 1	0.00% 0	14.29% 1	28.57% 2	42.86% 3	0.00% 0	7
Library resources	14.29% 1	0.00% 0	42.86% 3	14.29% 1	28.57% 2	0.00% 0	7
Computer resources	14.29% 1	14.29% 1	14.29% 1	14.29% 1	28.57% 2	14.29% 1	7
Instructional/classroom technology	14.29% 1	0.00% 0	28.57% 2	14.29% 1	42.86% 3	0.00% 0	7
Office space	0.00% 0	0.00% 0	14.29% 1	0.00% 0	85.71% 6	0.00% 0	7
Lab or research space	0.00% 0	0.00% 0	28.57% 2	0.00% 0	28.57% 2	42.86% 3	7

Q17

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

Answered: 7 Skipped: 0

	Very dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Very satisfied	Not applicable	Total
Access to teaching assistants	14.29% 1	14.29% 1	0.00% 0	28.57% 2	42.86% 3	0.00% 0	7
Advising responsibilities	14.29% 1	14.29% 1	0.00% 0	28.57% 2	28.57% 2	14.29% 1	7
Quality of graduate students	14.29% 1	14.29% 1	14.29% 1	14.29% 1	28.57% 2	14.29% 1	7
Committee and administrative responsibilities	14.29% 1	0.00% 0	28.57% 2	14.29% 1	28.57% 2	14.29% 1	7
Teaching responsibilities	0.00% 0	28.57% 2	0.00% 0	42.86% 3	28.57% 2	0.00% 0	7
Access to students for research projects	0.00% 0	28.57% 2	14.29% 1	14.29% 1	14.29% 1	28.57% 2	7
Time available	0.00%	42.86%	0.00%	0.00%	28.57%	28.57%	

for scholarly work	0	3	0	0	2	2	7
Intellectual stimulation of your work environment	0.00% 0	42.86% 3	14.29% 1	14.29% 1	14.29% 1	14.29% 1	7

Q18

### How important are the following to you?:

Answered: 7 Skipped: 0

	Very important	Somewhat important	Neutral	Somewhat unimportant	Not very important	Not applicable	Total
Conducting research/scholarship	71.43% 5	14.29% 1	0.00% 0	0.00% 0	0.00% 0	14.29% 1	7
Academic freedom	42.86% 3	28.57% 2	14.29% 1	14.29% 1	0.00% 0	0.00% 0	7
Open environment for discussing differing ideas	28.57% 2	28.57% 2	14.29% 1	28.57% 2	0.00% 0	0.00% 0	7
Faculty input in decision-making	28.57% 2	42.86% 3	14.29% 1	14.29% 1	0.00% 0	0.00% 0	7
Engage in student life/ activities	14.29% 1	28.57% 2	14.29% 1	28.57% 2	14.29% 1	0.00% 0	7
Teaching graduate students	14.29% 1	85.71% 6	0.00% 0	0.00% 0	0.00% 0	0.00% 0	7
Teaching undergraduate students	14.29% 1	42.86% 3	0.00% 0	28.57% 2	14.29% 1	0.00% 0	7
Social activities with colleagues	14.29% 1	28.57% 2	28.57% 2	14.29% 1	14.29% 1	0.00% 0	7
Engage in service/ committee work	0.00% 0	28.57% 2	0.00% 0	57.14% 4	0.00% 0	14.29% 1	7
Diversity on campus	0.00% 0	14.29% 1	28.57% 2	42.86% 3	14.29% 1	0.00% 0	7
Intellectual activities with colleagues	0.00% 0	57.14% 4	14.29% 1	14.29% 1	0.00% 0	14.29% 1	7

Q19

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

Answered: 1 Skipped: 6

Q20

### Please indicate your agreement or disagreement with the following statements:

Answered: 7 Skipped: 0

	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	Not applicable	Total
The creation of colleges has made my professional life better	42.86% 3	28.57% 2	14.29% 1	0.00% 0	14.29% 1	0.00% 0	7
I feel comfortable expressing my views openly	14.29% 1	14.29% 1	14.29% 1	42.86% 3	14.29% 1	0.00% 0	7

If I had to decide all over again to be a faculty member at CSM, I would again chose to be here	14.29% 1	14.29% 1	14.29% 1	14.29% 1	42.86% 3	0.00% 0	7
My colleagues value my research/scholarship	0.00% 0	14.29% 1	0.00% 0	42.86% 3	28.57% 2	14.29% 1	7
My colleagues value my contributions to teaching and advising	0.00% 0	42.86% 3	0.00% 0	42.86% 3	14.29% 1	0.00% 0	7
My colleagues value my service and administrative contributions	0.00% 0	28.57% 2	0.00% 0	42.86% 3	14.29% 1	14.29% 1	7
The quality of my scholarship is positively affected by my interactions with CSM colleagues	0.00% 0	28.57% 2	0.00% 0	28.57% 2	42.86% 3	0.00% 0	7
I feel I am given the opportunity to serve on important committees	0.00% 0	14.29% 1	14.29% 1	28.57% 2	42.86% 3	0.00% 0	7
My department/unit is a good fit for me	0.00% 0	42.86% 3	14.29% 1	28.57% 2	14.29% 1	0.00% 0	7
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	0.00% 0	42.86% 3	28.57% 2	28.57% 2	0.00% 0	7
I am able to make decisions about my areas of responsibility	0.00% 0	14.29% 1	0.00% 0	42.86% 3	28.57% 2	14.29% 1	7
I have to work harder than some of my colleagues to be perceived as a legitimate scholar	0.00% 0	28.57% 2	28.57% 2	14.29% 1	14.29% 1	14.29% 1	7

Q21

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

Answered: 7 Skipped: 0

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	Not applicable	Total
Interdisciplinary research is valued and supported	14.29% 1	14.29% 1	0.00% 0	42.86% 3	28.57% 2	0.00% 0	7
Department/unit creates a collegial and supportive environment	14.29% 1	0.00% 0	42.86% 3	28.57% 2	14.29% 1	0.00% 0	7
I feel comfortable, included, and valued	14.29% 1	14.29% 1	0.00% 0	42.86% 3	28.57% 2	0.00% 0	7
Department/unit helps me obtain or manage the resources I need	0.00% 0	14.29% 1	0.00% 0	71.43% 5	14.29% 1	0.00% 0	7
Decision-	0.00%	14.29%	28.57%	28.57%	28.57%	0.00%	

making is collaborative and transparent	0	1	2	2	2	0	7
Decision-making is fair	0.00% 0	14.29% 1	14.29% 1	42.86% 3	28.57% 2	0.00% 0	7
Decision-making is efficient	0.00% 0	14.29% 1	14.29% 1	57.14% 4	14.29% 1	0.00% 0	7
Decision-making reflects sound priorities and relevant data	0.00% 0	42.86% 3	0.00% 0	28.57% 2	28.57% 2	0.00% 0	7
I have a voice in decision-making	0.00% 0	0.00% 0	14.29% 1	57.14% 4	28.57% 2	0.00% 0	7
Diversity of opinion is respected and valued	0.00% 0	14.29% 1	14.29% 1	57.14% 4	14.29% 1	0.00% 0	7

Q22

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

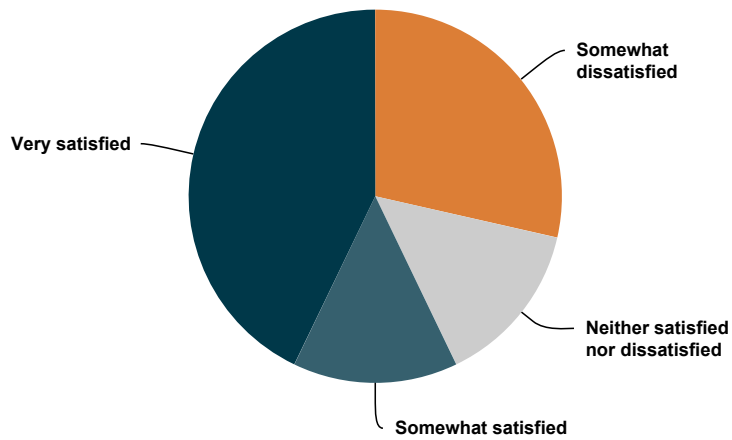
Answered: 7 Skipped: 0

	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	Not applicable	Total
Decision-making is efficient	28.57% 2	57.14% 4	0.00% 0	0.00% 0	14.29% 1	0.00% 0	7
Decision-making is fair	14.29% 1	28.57% 2	28.57% 2	14.29% 1	14.29% 1	0.00% 0	7
Interdisciplinary research is valued and supported	0.00% 0	14.29% 1	0.00% 0	71.43% 5	14.29% 1	0.00% 0	7
CSM creates a collegial and supportive environment	0.00% 0	14.29% 1	14.29% 1	57.14% 4	14.29% 1	0.00% 0	7
CSM helps me obtain or manage the resources I need	0.00% 0	42.86% 3	28.57% 2	14.29% 1	14.29% 1	0.00% 0	7
Decision-making is collaborative and transparent	0.00% 0	57.14% 4	28.57% 2	0.00% 0	14.29% 1	0.00% 0	7
Decision-making reflects sound priorities and relevant data	0.00% 0	16.67% 1	33.33% 2	33.33% 2	16.67% 1	0.00% 0	6
I have a voice in decision-making	0.00% 0	42.86% 3	28.57% 2	14.29% 1	14.29% 1	0.00% 0	7
I feel comfortable, included, and valued	0.00% 0	42.86% 3	28.57% 2	14.29% 1	14.29% 1	0.00% 0	7
Diversity of opinion is respected and valued	0.00% 0	0.00% 0	42.86% 3	28.57% 2	28.57% 2	0.00% 0	7

Q23

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

Answered: 7 Skipped: 0

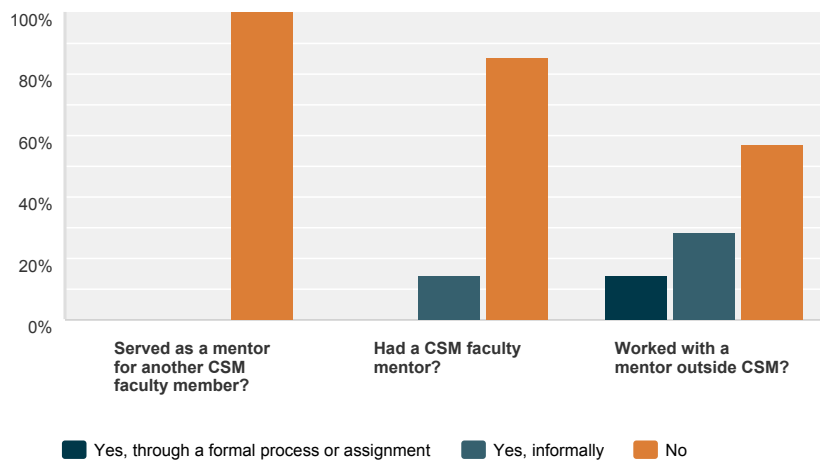


Answer Choices	Responses	
Very dissatisfied	0.00%	0
Somewhat dissatisfied	28.57%	2
Neither satisfied nor dissatisfied	14.29%	1
Somewhat satisfied	14.29%	1
Very satisfied	42.86%	3
Total		7

Q24

## While at CSM, have you:

Answered: 7 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	0.00% 0	100.00% 7	7
Had a CSM faculty mentor?	0.00% 0	14.29% 1	85.71% 6	7

Worked with a mentor outside CSM?

14.29%  
1

28.57%  
2

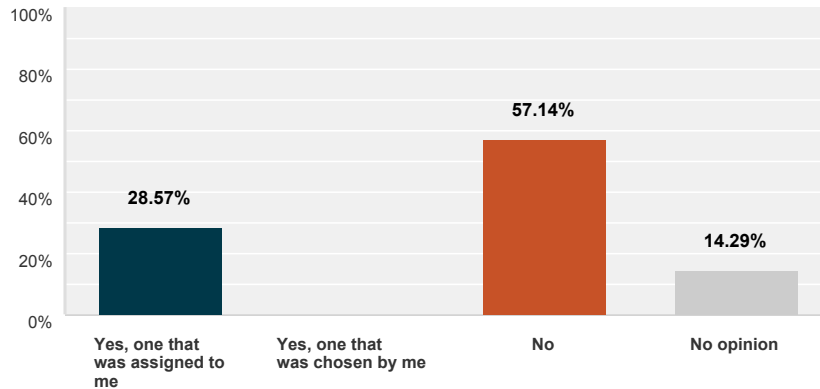
57.14%  
4

7

Q25

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

Answered: 7 Skipped: 0

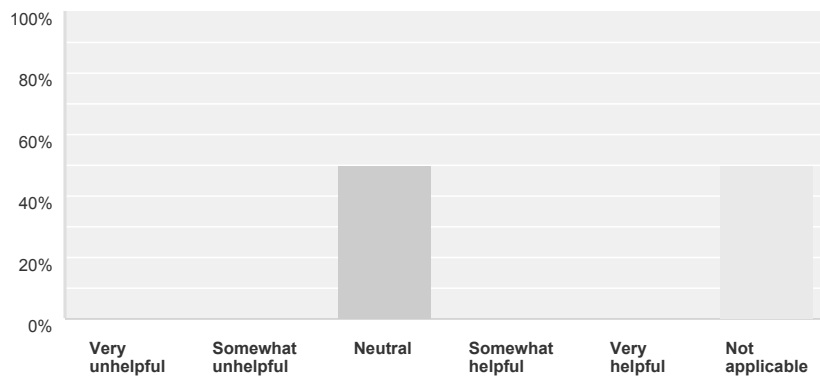


Answer Choices	Responses	
Yes, one that was assigned to me	28.57%	2
Yes, one that was chosen by me	0.00%	0
No	57.14%	4
No opinion	14.29%	1
Total		7

Q26

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

Answered: 2 Skipped: 5



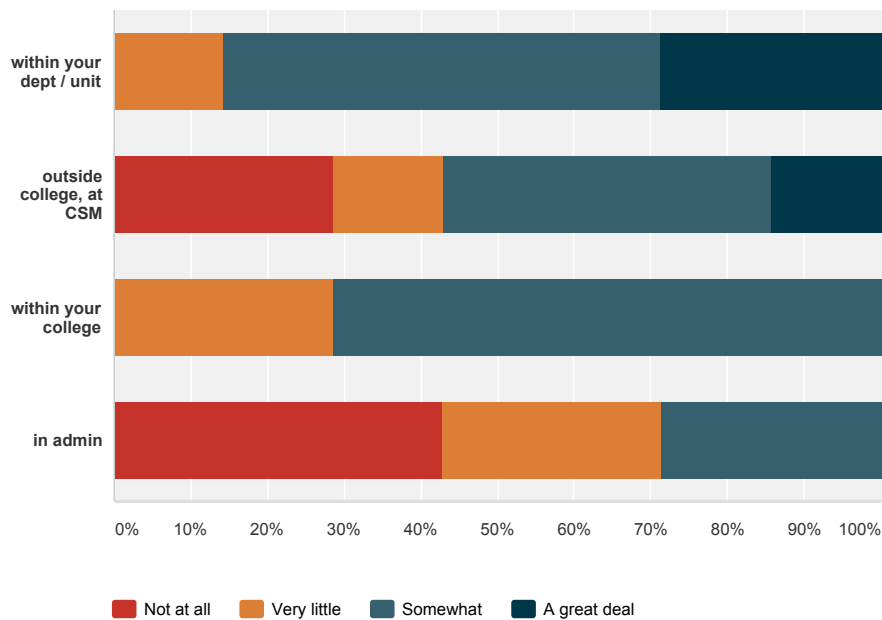
Answer Choices	Responses	
Very unhelpful	0.00%	0
Somewhat unhelpful	0.00%	0
Neutral	50.00%	1

Somewhat helpful	0.00%	0
Very helpful	0.00%	0
Not applicable	50.00%	1
Total		2

Q27

### To what extent have you collaborated with colleagues:

Answered: 7 Skipped: 0



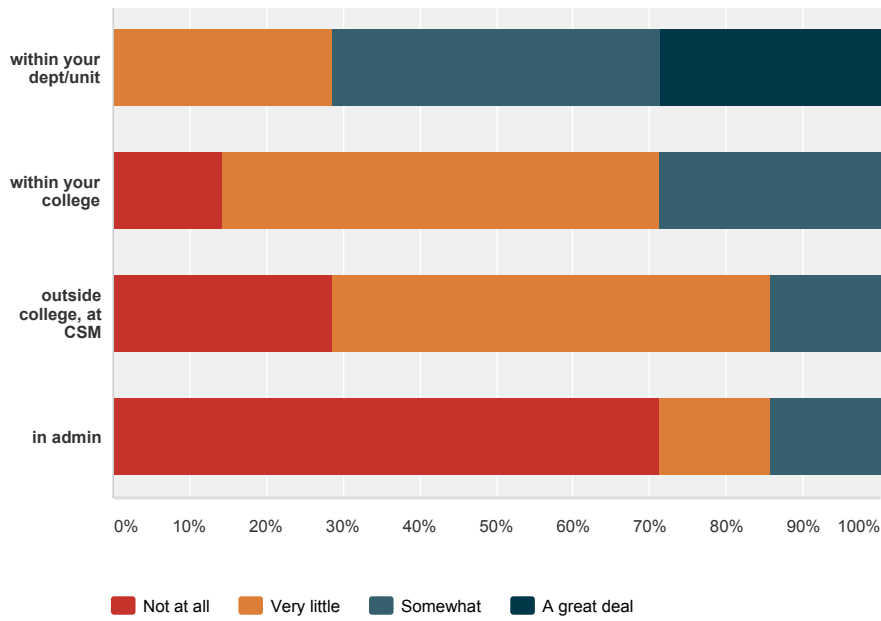
	Not at all	Very little	Somewhat	A great deal	Total
within your dept / unit	0.00% 0	14.29% 1	57.14% 4	28.57% 2	7
outside college, at CSM	28.57% 2	14.29% 1	42.86% 3	14.29% 1	7
within your college	0.00% 0	28.57% 2	71.43% 5	0.00% 0	7
in admin	42.86% 3	28.57% 2	28.57% 2	0.00% 0	7

Q28

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

Answered: 7 Skipped: 0



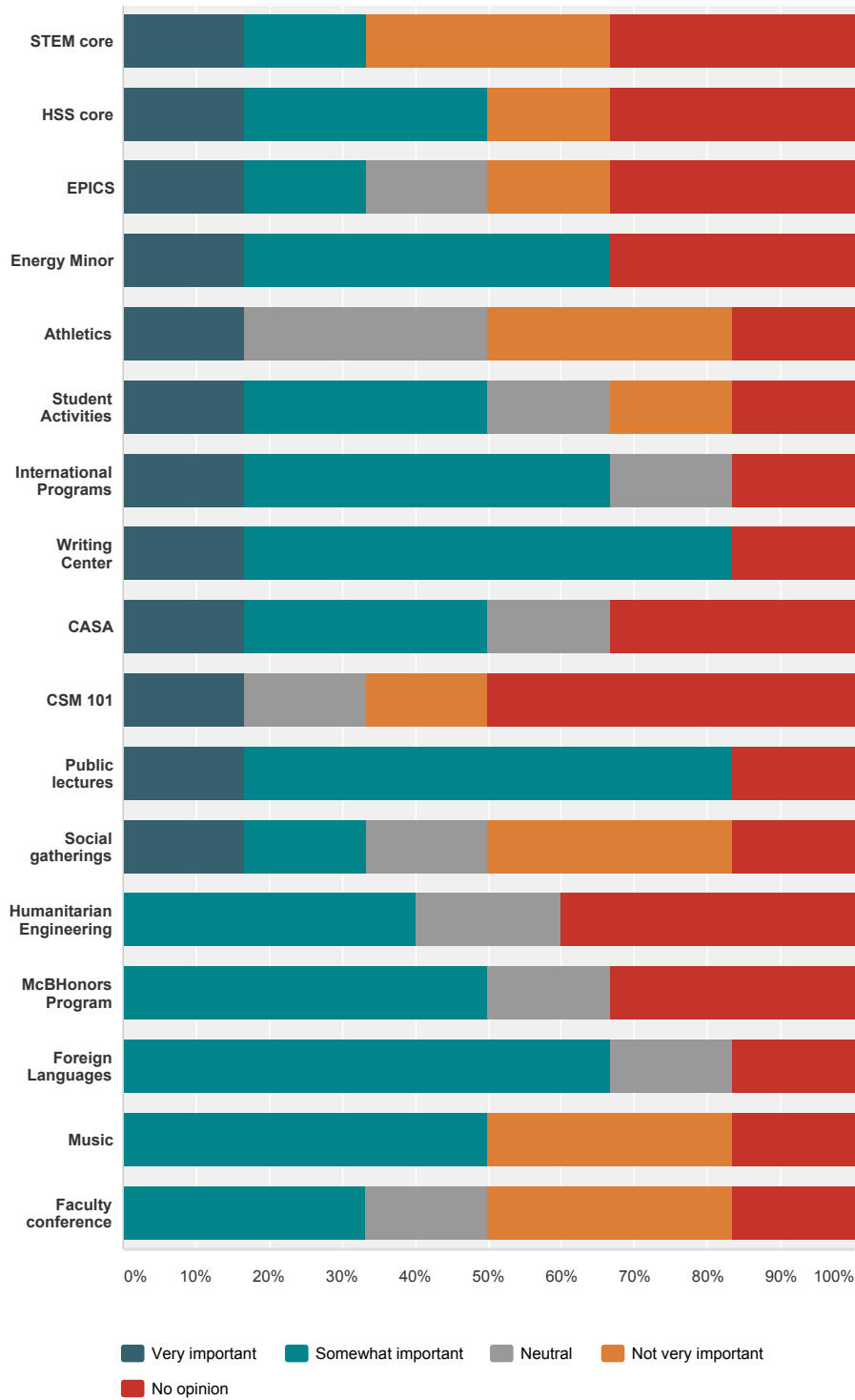


	Not at all	Very little	Somewhat	A great deal	Total
within your dept/unit	0.00% 0	28.57% 2	42.86% 3	28.57% 2	7
within your college	14.29% 1	57.14% 4	28.57% 2	0.00% 0	7
outside college, at CSM	28.57% 2	57.14% 4	14.29% 1	0.00% 0	7
in admin	71.43% 5	14.29% 1	14.29% 1	0.00% 0	7

Q29

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

Answered: 6 Skipped: 1



	Very important	Somewhat important	Neutral	Not very important	No opinion	Total
STEM core	16.67% 1	16.67% 1	0.00% 0	33.33% 2	33.33% 2	6
HSS core	16.67% 1	33.33% 2	0.00% 0	16.67% 1	33.33% 2	6
EPICS	16.67% 1	16.67% 1	16.67% 1	16.67% 1	33.33% 2	6
Energy Minor	16.67% 1	50.00% 3	0.00% 0	0.00% 0	33.33% 2	6
Athletics	16.67% 1	0.00% 0	33.33% 2	33.33% 2	16.67% 1	6
Student Activities	16.67% 1	33.33% 2	16.67% 1	16.67% 1	16.67% 1	6
International	16.67%	50.00%	16.67%	0.00%	16.67%	

Programs	1	3	1	0	1	6
Writing Center	16.67% 1	66.67% 4	0.00% 0	0.00% 0	16.67% 1	6
CASA	16.67% 1	33.33% 2	16.67% 1	0.00% 0	33.33% 2	6
CSM 101	16.67% 1	0.00% 0	16.67% 1	16.67% 1	50.00% 3	6
Public lectures	16.67% 1	66.67% 4	0.00% 0	0.00% 0	16.67% 1	6
Social gatherings	16.67% 1	16.67% 1	16.67% 1	33.33% 2	16.67% 1	6
Humanitarian Engineering	0.00% 0	40.00% 2	20.00% 1	0.00% 0	40.00% 2	5
McBHonors Program	0.00% 0	50.00% 3	16.67% 1	0.00% 0	33.33% 2	6
Foreign Languages	0.00% 0	66.67% 4	16.67% 1	0.00% 0	16.67% 1	6
Music	0.00% 0	50.00% 3	0.00% 0	33.33% 2	16.67% 1	6
Faculty conference	0.00% 0	33.33% 2	16.67% 1	33.33% 2	16.67% 1	6

Q30

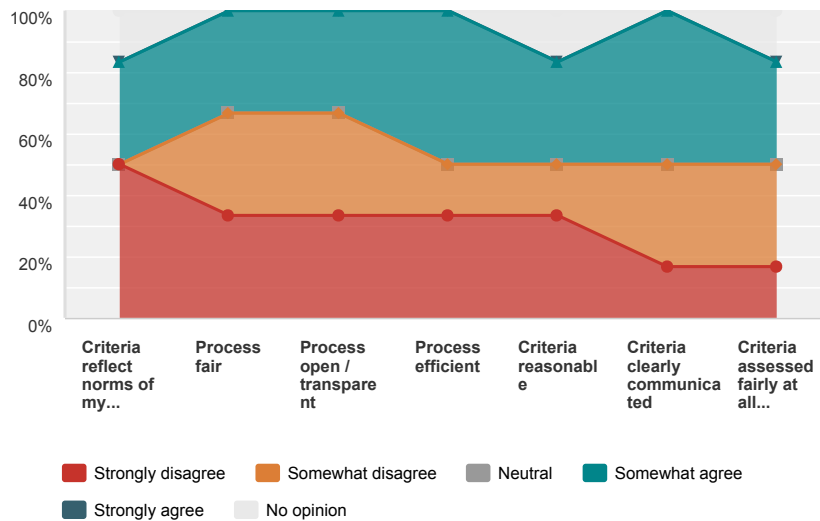
**Do you have any additional comments about mentorship and collaboration? (optional)**

Answered: 0 Skipped: 7

Q31

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

Answered: 6 Skipped: 1



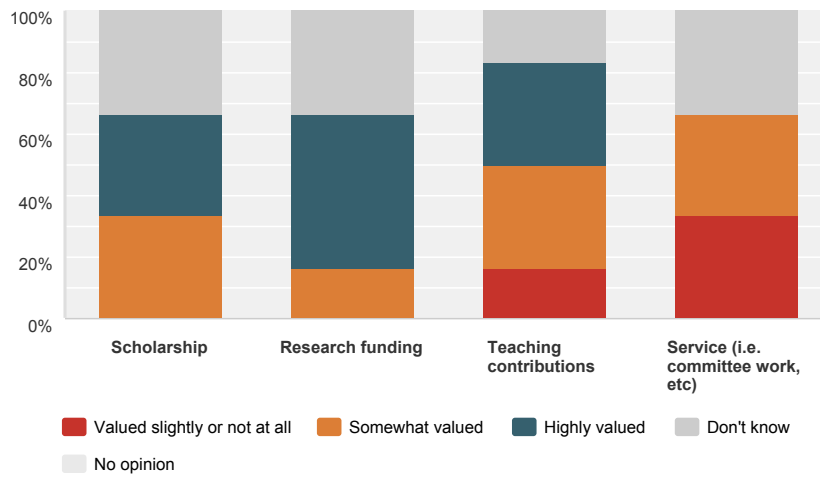
	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	No opinion	Total
Criteria reflect norms of my	50.00% 3	0.00% 0	0.00% 0	33.33% 2	0.00% 0	16.67% 1	6

discipline							
Process fair	33.33% 2	33.33% 2	0.00% 0	33.33% 2	0.00% 0	0.00% 0	6
Process open / transparent	33.33% 2	33.33% 2	0.00% 0	33.33% 2	0.00% 0	0.00% 0	6
Process efficient	33.33% 2	16.67% 1	0.00% 0	50.00% 3	0.00% 0	0.00% 0	6
Criteria reasonable	33.33% 2	16.67% 1	0.00% 0	33.33% 2	0.00% 0	16.67% 1	6
Criteria clearly communicated	16.67% 1	33.33% 2	0.00% 0	50.00% 3	0.00% 0	0.00% 0	6
Criteria assessed fairly at all levels	16.67% 1	33.33% 2	0.00% 0	33.33% 2	0.00% 0	16.67% 1	6

Q32

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

Answered: 6 Skipped: 1

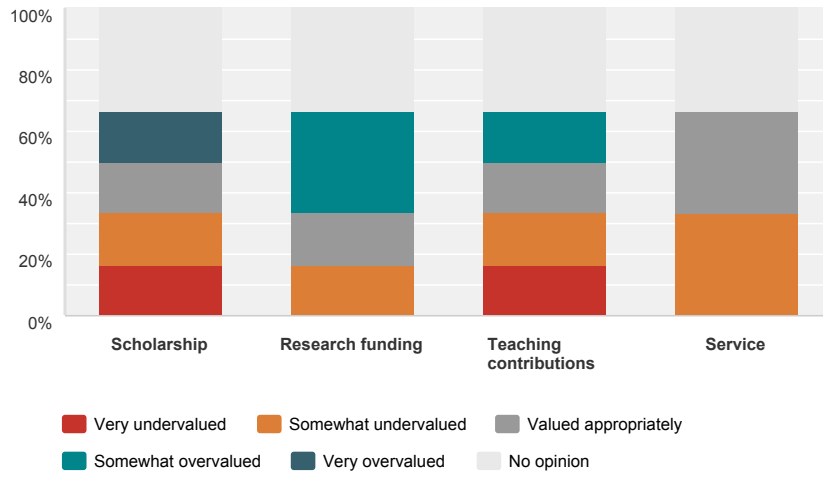


	Valued slightly or not at all	Somewhat valued	Highly valued	Don't know	No opinion	Total
Scholarship	0.00% 0	33.33% 2	33.33% 2	33.33% 2	0.00% 0	6
Research funding	0.00% 0	16.67% 1	50.00% 3	33.33% 2	0.00% 0	6
Teaching contributions	16.67% 1	33.33% 2	33.33% 2	16.67% 1	0.00% 0	6
Service (i.e. committee work, etc)	33.33% 2	33.33% 2	0.00% 0	33.33% 2	0.00% 0	6

Q33

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

Answered: 6 Skipped: 1



	Very undervalued	Somewhat undervalued	Valued appropriately	Somewhat overvalued	Very overvalued	No opinion	Total
Scholarship	16.67% 1	16.67% 1	16.67% 1	0.00% 0	16.67% 1	33.33% 2	6
Research funding	0.00% 0	16.67% 1	16.67% 1	33.33% 2	0.00% 0	33.33% 2	6
Teaching contributions	16.67% 1	16.67% 1	16.67% 1	16.67% 1	0.00% 0	33.33% 2	6
Service	0.00% 0	33.33% 2	33.33% 2	0.00% 0	0.00% 0	33.33% 2	6

Q34

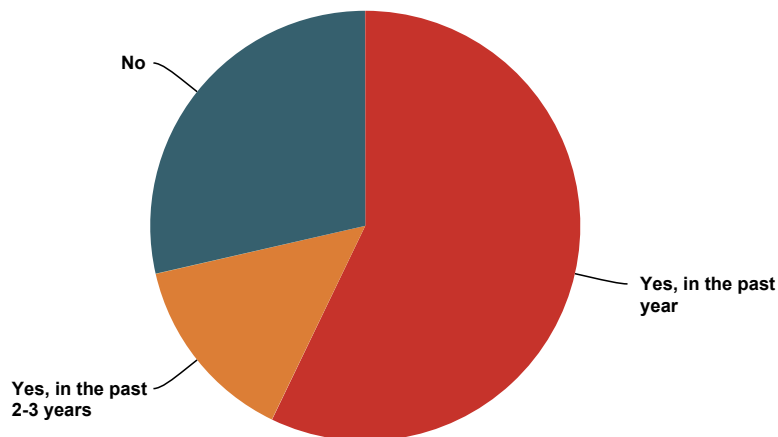
**Do you have any additional comments about promotion and/or tenure? (optional)**

Answered: 1 Skipped: 6

Q35

**Have you applied for a job at another university recently?**

Answered: 7 Skipped: 0

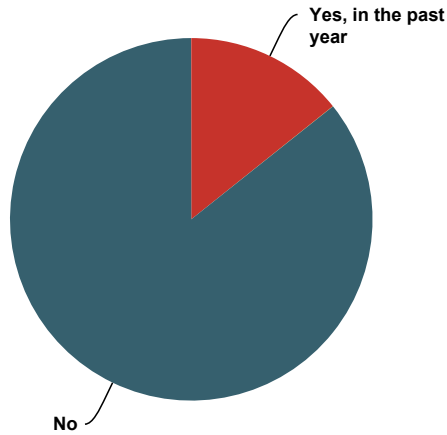


Answer Choices	Responses	
Yes, in the past year	57.14%	4
Yes, in the past 2-3 years	14.29%	1
Yes, in the past 3-5 years	0.00%	0
No	28.57%	2
Total		7

Q36

### Have you applied for a job outside academia recently?

Answered: 7 Skipped: 0



Answer Choices	Responses	
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

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: 6 Skipped: 1

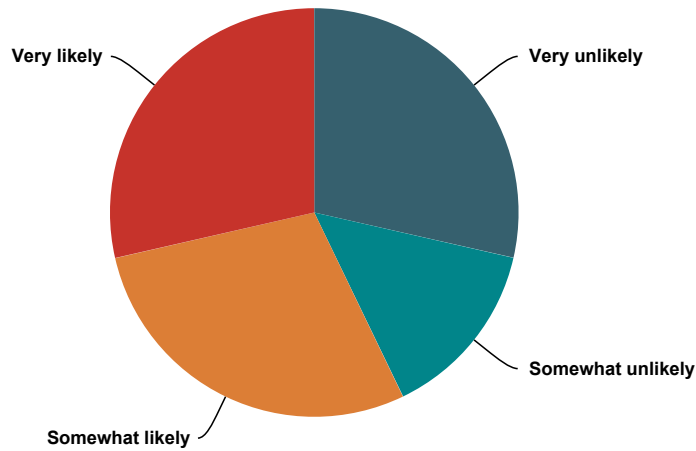
Answer Choices	Responses	
Salary	0.00%	0
Course load	0.00%	0
Administrative responsibilities	0.00%	0
Leave time	0.00%	0
Summer salary	0.00%	0

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%	6
Total Respondents: 6		

**Q38**

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

Answered: 7 Skipped: 0



Answer Choices	Responses
Very unlikely	28.57% 2
Somewhat unlikely	14.29% 1
Neither likely nor unlikely	0.00% 0
Somewhat likely	28.57% 2
Very likely	28.57% 2
Total	7

**Q39**

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

Answered: 6 Skipped: 1

	Not at all	To some extent	To a great extent	Not applicable	Total
To enhance your career in other ways	16.67% 1	16.67% 1	50.00% 3	16.67% 1	6
To increase your salary	16.67% 1	33.33% 2	33.33% 2	16.67% 1	6
To find a more supportive work environment	33.33% 2	16.67% 1	33.33% 2	16.67% 1	6
To find a more satisfying	33.33% 2	16.67% 1	33.33% 2	16.67% 1	6

intellectual environment					
To increase your time to do research	33.33% 2	16.67% 1	16.67% 1	33.33% 2	6
To pursue a nonacademic job	50.00% 3	0.00% 0	16.67% 1	33.33% 2	6
To live elsewhere	50.00% 3	16.67% 1	16.67% 1	16.67% 1	6
Great opportunities in my field	16.67% 1	33.33% 2	16.67% 1	33.33% 2	6
To improve your prospects for tenure	33.33% 2	16.67% 1	0.00% 0	50.00% 3	6
To reduce stress	66.67% 4	0.00% 0	0.00% 0	33.33% 2	6
To reduce workload	66.67% 4	0.00% 0	0.00% 0	33.33% 2	6
To address child-related issues	66.67% 4	0.00% 0	0.00% 0	33.33% 2	6
To improve the employment situation of your spouse/partner	66.67% 4	0.00% 0	0.00% 0	33.33% 2	6
To lower your cost of living	66.67% 4	0.00% 0	0.00% 0	33.33% 2	6
Retirement	66.67% 4	16.67% 1	0.00% 0	16.67% 1	6
Benefits	66.67% 4	16.67% 1	0.00% 0	16.67% 1	6

Q40

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

Answered: 6 Skipped: 1

	Not at all	To some extent	To a great extent	Not applicable	Total
Salary	83.33% 5	0.00% 0	16.67% 1	0.00% 0	6
Tenure or prospects for tenure	33.33% 2	33.33% 2	16.67% 1	16.67% 1	6
Other career benefits	50.00% 3	33.33% 2	16.67% 1	0.00% 0	6
Cost of living	80.00% 4	0.00% 0	20.00% 1	0.00% 0	5
Living in the area	60.00% 3	20.00% 1	20.00% 1	0.00% 0	5
Supportive work environment	60.00% 3	40.00% 2	0.00% 0	0.00% 0	5
Open intellectual environment	60.00% 3	40.00% 2	0.00% 0	0.00% 0	5
Time to do research	80.00% 4	20.00% 1	0.00% 0	0.00% 0	5
Stress level	60.00% 3	40.00% 2	0.00% 0	0.00% 0	5
Workload	80.00% 4	20.00% 1	0.00% 0	0.00% 0	5
Child-related issues	100.00% 5	0.00% 0	0.00% 0	0.00% 0	5
Employment situation of your spouse/partner	80.00% 4	20.00% 1	0.00% 0	0.00% 0	5
	60.00%	40.00%	0.00%	0.00%	



Retirement	3	2	0	0	5
Benefits	60.00% 3	40.00% 2	0.00% 0	0.00% 0	5
Lack of opportunities in my field	60.00% 3	20.00% 1	0.00% 0	20.00% 1	5

**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: 6 Skipped: 1

	Not at all	Somewhat	Extensive	Not applicable	Total
Cost of living	50.00% 3	0.00% 0	16.67% 1	33.33% 2	6
Managing household responsibilities	66.67% 4	16.67% 1	0.00% 0	16.67% 1	6
Childcare	66.67% 4	0.00% 0	0.00% 0	33.33% 2	6
Care of someone who is ill, disabled, aging, and/or in need of special services	50.00% 3	16.67% 1	0.00% 0	33.33% 2	6
Your health	66.67% 4	0.00% 0	0.00% 0	33.33% 2	6
Commuting to and from work	33.33% 2	33.33% 2	0.00% 0	33.33% 2	6
Being part of a dual-career couple	50.00% 3	16.67% 1	0.00% 0	33.33% 2	6
Time to spend with family	33.33% 2	33.33% 2	0.00% 0	33.33% 2	6

**Q42**

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

Answered: 7 Skipped: 0

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

Total Respondents: 7

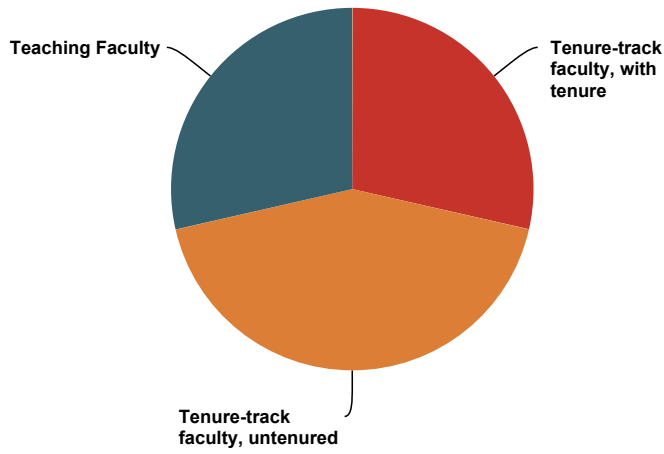
**Q43**

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

Q44

### What is your current position?

Answered: 7 Skipped: 0



Answer Choices	Responses	
Tenure-track faculty, with tenure	28.57%	2
Tenure-track faculty, untenured	42.86%	3
Teaching Faculty	28.57%	2
Research Faculty	0.00%	0
Library Faculty	0.00%	0
Other	0.00%	0
I prefer not to say	0.00%	0
Total		7

Q45

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

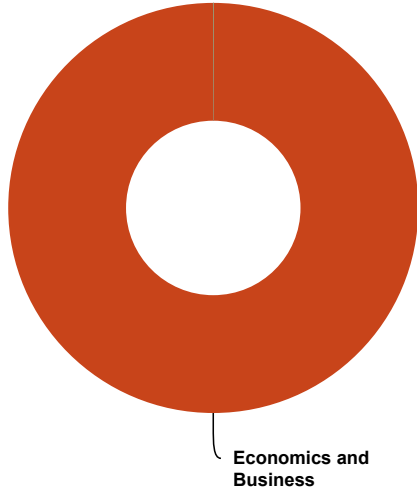
Answered: 7 Skipped: 0

Answer Choices	Responses	
1-3 years	42.86%	3
4-9 years	14.29%	1
10+ years	42.86%	3
I prefer not to say	0.00%	0
Total		7

Q46

### In which department/unit is your primary appointment?

Answered: 7 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	0.00%	0
Electrical Engineering and Computer Science	0.00%	0
Mechanical Engineering	0.00%	0
Economics and Business	100.00%	7
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		7

Q47

### Gender

Answered: 7 Skipped: 0

Answer Choices	Responses	
Male	85.71%	6
Female	0.00%	0
I prefer not to say	14.29%	1
Total		7

Q48

## Race/ethnicity

Answered: 7 Skipped: 0

Answer Choices	Responses	
Black	0.00%	0
American Indian/Alaska Native	0.00%	0
Asian/Pacific Islander	0.00%	0
Hispanic	0.00%	0
White	85.71%	6
I prefer not to say	14.29%	1
Total		7

Q49

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

Answered: 0 Skipped: 7

Q50

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

Answered: 1 Skipped: 6