

CSM Faculty Climate Survey - Electrical Engineering and Computer Science

These are summary results for Electrical Engineering and Computer Science only.

All Pages

12 responses

238 days (January 21, 2014 - now)

16 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

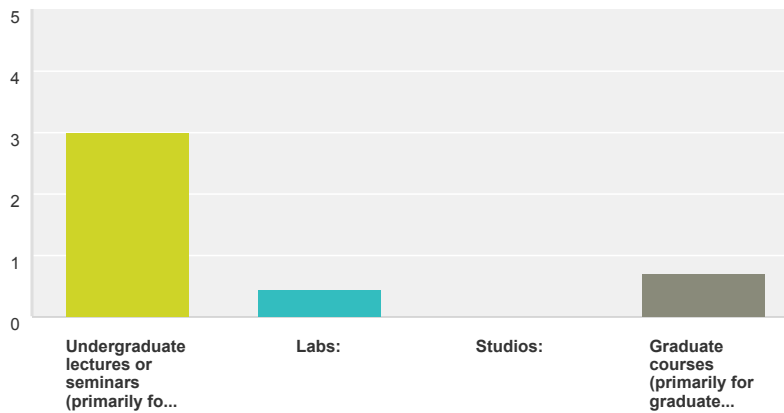
Answer Choices	Average Number	Total Number	Responses
Total number of sections/courses taught:	4	47	12
Total distinct preps (# sections):	3	39	12
Total credit hours delivered:	10	112	11
Total credit hours bought-out for research:	1	15	11
Total students in all sections:	129	1,549	12

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):	3	36	12
Labs:	0	4	9
Studios:	0	0	8
Graduate courses (primarily for graduate students):	1	7	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

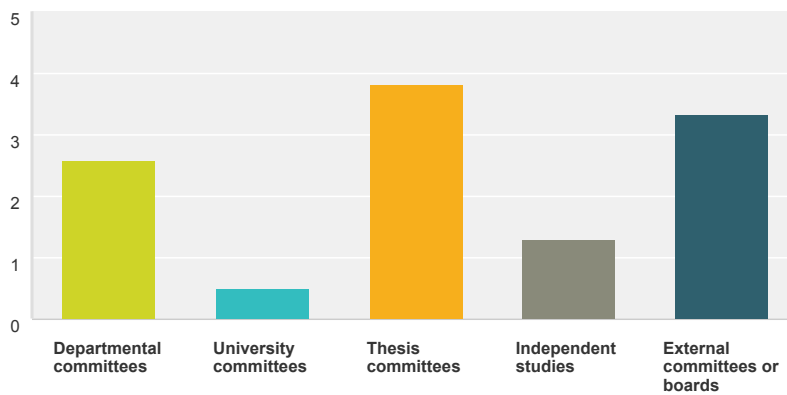
Answer Choices	Responses	
Yes, research related (e.g. charge-outs)	33.33%	4
Yes, service or administration related (e.g. program director, dept head., etc.)	8.33%	1
Yes, for other reasons	41.67%	5
No	25.00%	3

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	31	12
University committees	1	5	10
Thesis committees	4	46	12
Independent studies	1	13	10
External committees or boards	3	30	9

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

Chair of a departmental or university committee	45.45% 5	45.45% 5	27.27% 3	11
Course coordinator	36.36% 4	36.36% 4	36.36% 4	11
Director of center, program, or institute	72.73% 8	18.18% 2	18.18% 2	11
Other administrative capacity (e.g. assistant dept head)	58.33% 7	8.33% 1	33.33% 4	12
Director or Head of department/division	81.82% 9	0.00% 0	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)

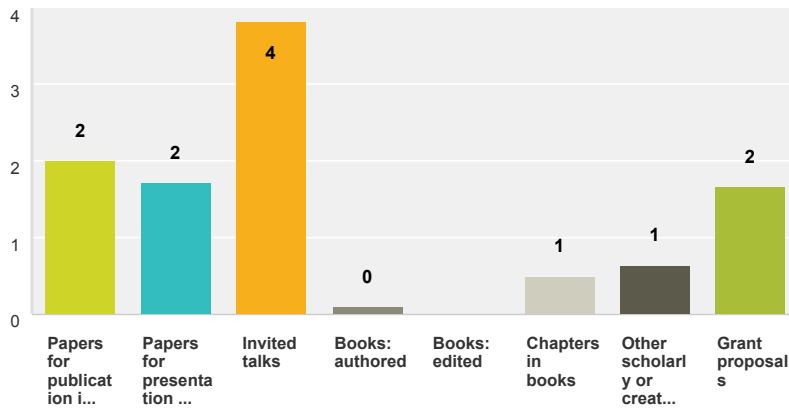
Answered: 10 Skipped: 2

	Teaching relief	Extra compensation	No	Total Respondents
Director or Head of department/division	28.57% 2	28.57% 2	71.43% 5	7
Director of center, program, or institute	0.00% 0	0.00% 0	100.00% 7	7
Chair of a committee	0.00% 0	0.00% 0	100.00% 8	8
Course coordinator	0.00% 0	12.50% 1	87.50% 7	8
Other administrative capacity (e.g. assistant dept head)	22.22% 2	33.33% 3	55.56% 5	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	2	24	12
Papers for presentation at conferences	2	19	11
Invited talks	4	42	11
Books: authored	0	1	10
Books: edited	0	0	10
Chapters in books	1	5	10
Other scholarly or creative works	1	7	11
Grant proposals	2	20	12

Total Respondents: 12

Q8

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

Answered: 11 Skipped: 1

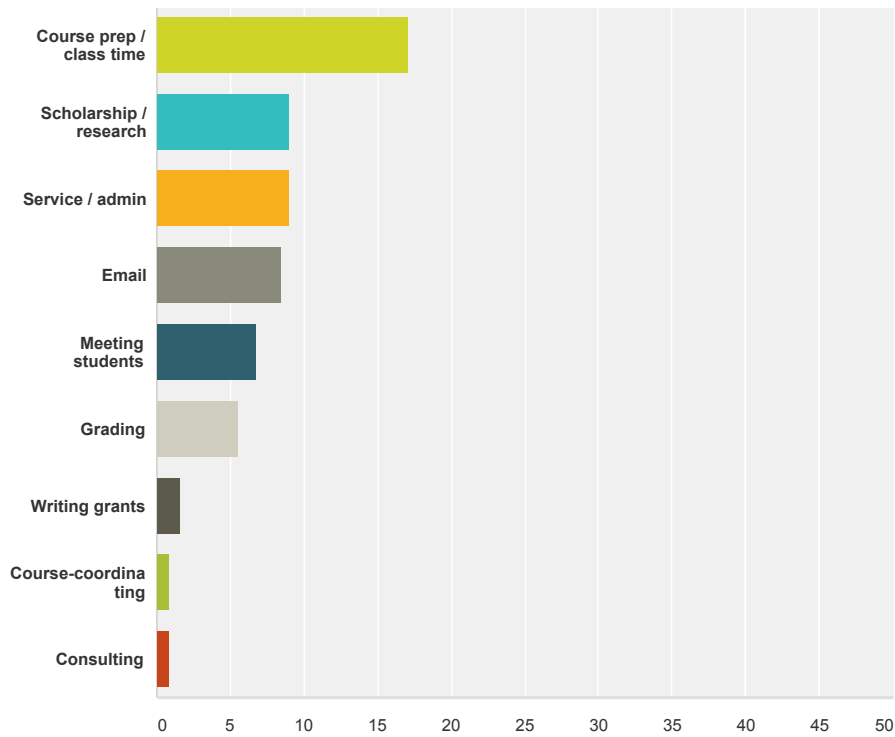
Answer Choices	Average Number	Total Number	Responses
# MS students/advises	2	18	11
# PhD students/advises	2	24	10

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: 12 Skipped: 0



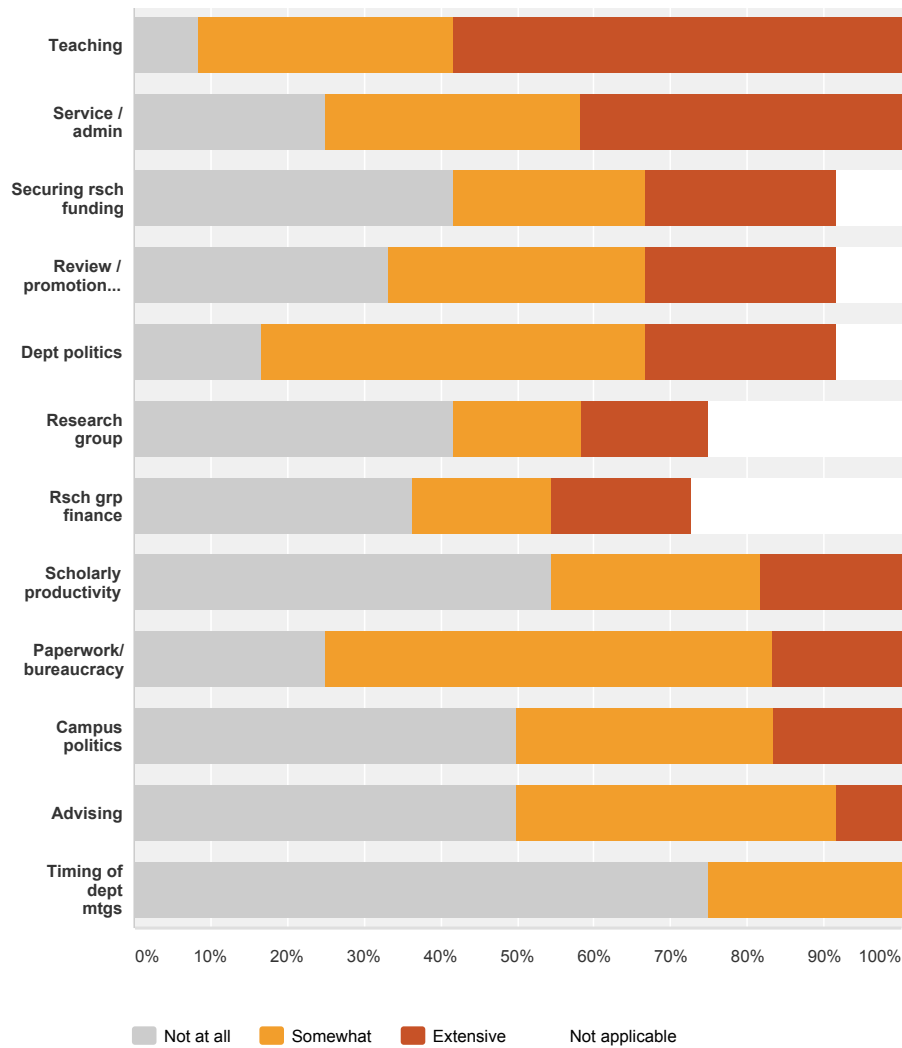
Answer Choices	Average Number	Total Number	Responses
Course prep / class time	17	206	12
Scholarship / research	9	99	11
Service / admin	9	99	11
Email	9	102	12
Meeting students	7	81	12
Grading	6	66	12
Writing grants	2	17	11
Course-coordinating	1	9	11
Consulting	1	9	11

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

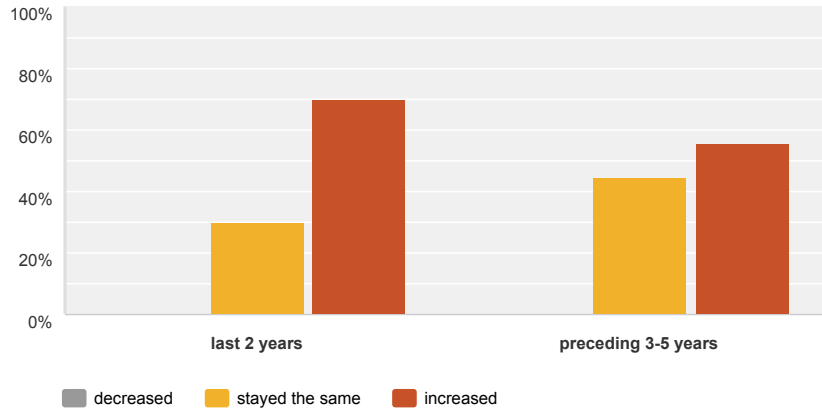


	Not at all	Somewhat	Extensive	Not applicable	Total
Teaching	8.33% 1	33.33% 4	58.33% 7	0.00% 0	12
Service / admin	25.00% 3	33.33% 4	41.67% 5	0.00% 0	12
Securing rsch funding	41.67% 5	25.00% 3	25.00% 3	8.33% 1	12
Review / promotion process	33.33% 4	33.33% 4	25.00% 3	8.33% 1	12
Dept politics	16.67% 2	50.00% 6	25.00% 3	8.33% 1	12
Research group	41.67% 5	16.67% 2	16.67% 2	25.00% 3	12
Rsch grp finance	36.36% 4	18.18% 2	18.18% 2	27.27% 3	11
Scholarly productivity	54.55% 6	27.27% 3	18.18% 2	0.00% 0	11
Paperwork/ bureaucracy	25.00% 3	58.33% 7	16.67% 2	0.00% 0	12
Campus politics	50.00% 6	33.33% 4	16.67% 2	0.00% 0	12
Advising	50.00% 6	41.67% 5	8.33% 1	0.00% 0	12
Timing of dept mtgs	75.00% 9	25.00% 3	0.00% 0	0.00% 0	12

Q11

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

Answered: 10 Skipped: 2

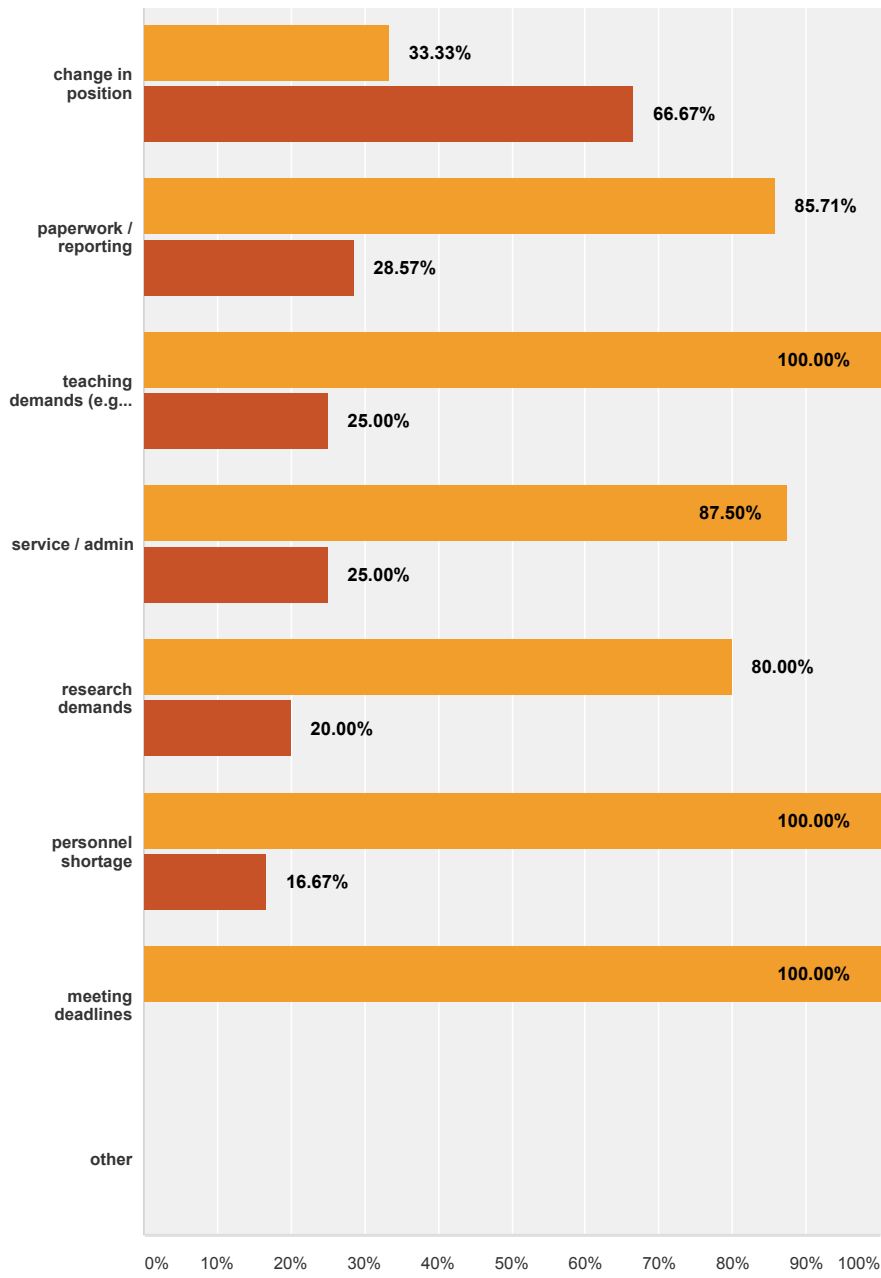


	decreased	stayed the same	increased	Total
last 2 years	0.00% 0	30.00% 3	70.00% 7	10
preceding 3-5 years	0.00% 0	44.44% 4	55.56% 5	9

Q12

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

Answered: 9 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
change in position	33.33% 1	66.67% 2	3
paperwork / reporting	85.71% 6	28.57% 2	7
teaching demands (e.g. increased student numbers)	100.00% 8	25.00% 2	8
service / admin	87.50% 7	25.00% 2	8
research demands	80.00% 4	20.00% 1	5
personnel shortage	100.00% 6	16.67% 1	6
meeting deadlines	100.00% 1	0.00% 0	1

other

0.00%
0

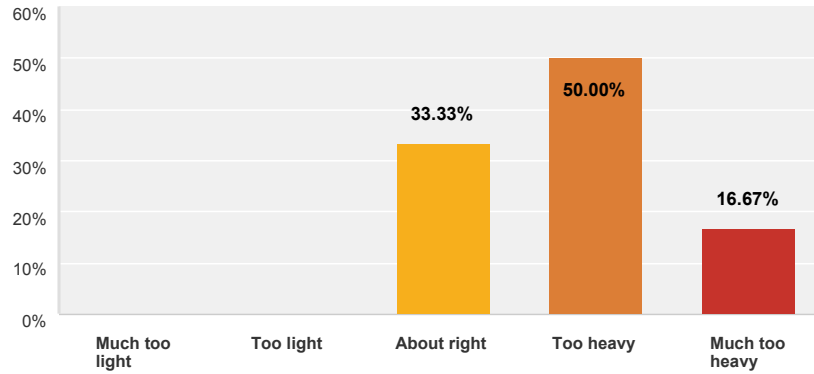
0.00%
0

0

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	50.00% 6
Much too heavy	16.67% 2
Total	12

Q14

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

Answered: 3 Skipped: 9

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
Length of contract	16.67% 2	16.67% 2	8.33% 1	0.00% 0	25.00% 3	33.33% 4	12
Salary	8.33% 1	75.00% 9	0.00% 0	16.67% 2	0.00% 0	0.00% 0	12
Start-up funds	8.33% 1	16.67% 2	16.67% 2	16.67% 2	8.33% 1	33.33% 4	12
Benefits	0.00%	8.33%	0.00%	0.00%	91.67%	0.00%	

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
Number or breadth of faculty within department/unit to deliver curriculum	41.67% 5	25.00% 3	16.67% 2	16.67% 2	0.00% 0	0.00% 0	12
Library resources	33.33% 4	25.00% 3	8.33% 1	8.33% 1	0.00% 0	25.00% 3	12
Number or breadth of faculty within department/unit to advance research	33.33% 4	25.00% 3	16.67% 2	8.33% 1	0.00% 0	16.67% 2	12
Availability of nearby parking	16.67% 2	16.67% 2	16.67% 2	25.00% 3	16.67% 2	8.33% 1	12
Instructional/classroom technology	16.67% 2	8.33% 1	8.33% 1	41.67% 5	25.00% 3	0.00% 0	12
Computer resources	8.33% 1	41.67% 5	25.00% 3	25.00% 3	0.00% 0	0.00% 0	12
Staff support	8.33% 1	25.00% 3	41.67% 5	16.67% 2	8.33% 1	0.00% 0	12
Support for submitting grants	8.33% 1	16.67% 2	41.67% 5	0.00% 0	8.33% 1	25.00% 3	12
Office space	0.00% 0	25.00% 3	16.67% 2	25.00% 3	33.33% 4	0.00% 0	12
Lab or research space	0.00% 0	8.33% 1	25.00% 3	8.33% 1	8.33% 1	50.00% 6	12
Classroom space	0.00% 0	0.00% 0	8.33% 1	58.33% 7	33.33% 4	0.00% 0	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	25.00% 3	50.00% 6	8.33% 1	8.33% 1	0.00% 0	8.33% 1	12
Time available for scholarly work	25.00% 3	41.67% 5	0.00% 0	16.67% 2	0.00% 0	16.67% 2	12
Committee and administrative responsibilities	25.00% 3	33.33% 4	16.67% 2	25.00% 3	0.00% 0	0.00% 0	12
Access to students for research projects	8.33% 1	8.33% 1	16.67% 2	41.67% 5	0.00% 0	25.00% 3	12
Intellectual stimulation of your work environment	8.33% 1	16.67% 2	8.33% 1	25.00% 3	41.67% 5	0.00% 0	12

Teaching responsibilities	0.00% 0	25.00% 3	8.33% 1	25.00% 3	41.67% 5	0.00% 0	12
Advising responsibilities	0.00% 0	0.00% 0	33.33% 4	58.33% 7	8.33% 1	0.00% 0	12
Quality of graduate students	0.00% 0	33.33% 4	33.33% 4	8.33% 1	0.00% 0	25.00% 3	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
Academic freedom	91.67% 11	8.33% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	12
Faculty input in decision-making	75.00% 9	25.00% 3	0.00% 0	0.00% 0	0.00% 0	0.00% 0	12
Teaching undergraduate students	66.67% 8	33.33% 4	0.00% 0	0.00% 0	0.00% 0	0.00% 0	12
Conducting research/scholarship	50.00% 6	33.33% 4	8.33% 1	0.00% 0	0.00% 0	8.33% 1	12
Open environment for discussing differing ideas	50.00% 6	41.67% 5	8.33% 1	0.00% 0	0.00% 0	0.00% 0	12
Teaching graduate students	41.67% 5	16.67% 2	33.33% 4	8.33% 1	0.00% 0	0.00% 0	12
Intellectual activities with colleagues	41.67% 5	58.33% 7	0.00% 0	0.00% 0	0.00% 0	0.00% 0	12
Diversity on campus	33.33% 4	33.33% 4	16.67% 2	0.00% 0	16.67% 2	0.00% 0	12
Engage in service/committee work	16.67% 2	25.00% 3	33.33% 4	16.67% 2	8.33% 1	0.00% 0	12
Social activities with colleagues	16.67% 2	41.67% 5	25.00% 3	8.33% 1	8.33% 1	0.00% 0	12
Engage in student life/ activities	8.33% 1	16.67% 2	16.67% 2	33.33% 4	25.00% 3	0.00% 0	12

Q19

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

Answered: 3 Skipped: 9

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
My colleagues value my research/scholarship	27.27% 3	9.09% 1	0.00% 0	36.36% 4	18.18% 2	9.09% 1	11
The creation of colleges has made	16.67% 2	8.33% 1	16.67% 2	25.00% 3	8.33% 1	25.00% 3	12

my professional life better							
My colleagues value my contributions to teaching and advising	8.33% 1	0.00% 0	8.33% 1	66.67% 8	16.67% 2	0.00% 0	12
My colleagues value my service and administrative contributions	8.33% 1	8.33% 1	25.00% 3	50.00% 6	8.33% 1	0.00% 0	12
The quality of my scholarship is positively affected by my interactions with CSM colleagues	8.33% 1	25.00% 3	8.33% 1	41.67% 5	8.33% 1	8.33% 1	12
I feel comfortable expressing my views openly	8.33% 1	8.33% 1	25.00% 3	41.67% 5	16.67% 2	0.00% 0	12
I am able to make decisions about my areas of responsibility	8.33% 1	16.67% 2	0.00% 0	41.67% 5	33.33% 4	0.00% 0	12
I have to work harder than some of my colleagues to be perceived as a legitimate scholar	8.33% 1	33.33% 4	8.33% 1	33.33% 4	16.67% 2	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	8.33% 1	16.67% 2	16.67% 2	25.00% 3	33.33% 4	0.00% 0	12
I feel I am given the opportunity to serve on important committees	0.00% 0	8.33% 1	16.67% 2	25.00% 3	41.67% 5	8.33% 1	12
My department/unit is a good fit for me	0.00% 0	25.00% 3	8.33% 1	41.67% 5	25.00% 3	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	8.33% 1	41.67% 5	33.33% 4	16.67% 2	0.00% 0	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 reflects sound priorities and relevant data	25.00% 3	33.33% 4	25.00% 3	0.00% 0	16.67% 2	0.00% 0	12
Decision-making is collaborative and transparent	16.67% 2	58.33% 7	0.00% 0	16.67% 2	8.33% 1	0.00% 0	12
Decision-making is fair	16.67% 2	25.00% 3	41.67% 5	0.00% 0	16.67% 2	0.00% 0	12
Decision-making is efficient	16.67% 2	25.00% 3	33.33% 4	8.33% 1	16.67% 2	0.00% 0	12
I have a voice in decision-making	16.67% 2	8.33% 1	16.67% 2	41.67% 5	16.67% 2	0.00% 0	12

I feel comfortable, included, and valued	16.67% 2	8.33% 1	0.00% 0	50.00% 6	25.00% 3	0.00% 0	12
Department/unit creates a collegial and supportive environment	8.33% 1	0.00% 0	25.00% 3	50.00% 6	16.67% 2	0.00% 0	12
Department/unit helps me obtain or manage the resources I need	8.33% 1	33.33% 4	16.67% 2	16.67% 2	25.00% 3	0.00% 0	12
Diversity of opinion is respected and valued	8.33% 1	8.33% 1	41.67% 5	25.00% 3	16.67% 2	0.00% 0	12
Interdisciplinary research is valued and supported	0.00% 0	16.67% 2	25.00% 3	33.33% 4	16.67% 2	8.33% 1	12

Q22

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

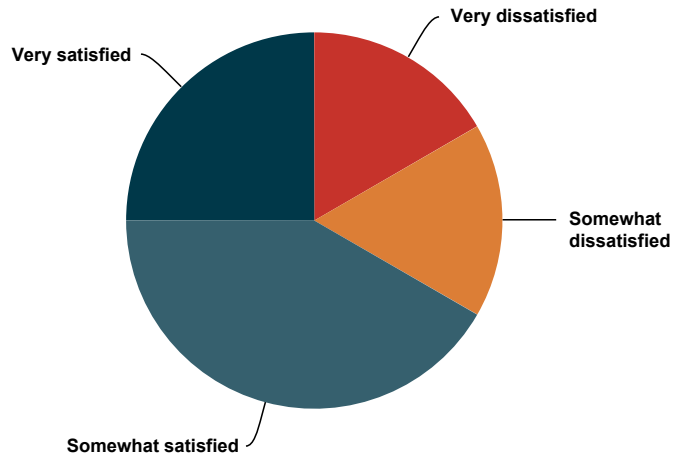
Answered: 12 Skipped: 0

	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	Not applicable	Total
Decision-making is fair	25.00% 3	25.00% 3	33.33% 4	0.00% 0	16.67% 2	0.00% 0	12
Decision-making is efficient	25.00% 3	25.00% 3	33.33% 4	0.00% 0	16.67% 2	0.00% 0	12
Decision-making reflects sound priorities and relevant data	25.00% 3	16.67% 2	33.33% 4	8.33% 1	16.67% 2	0.00% 0	12
I have a voice in decision-making	25.00% 3	25.00% 3	25.00% 3	8.33% 1	16.67% 2	0.00% 0	12
CSM helps me obtain or manage the resources I need	16.67% 2	25.00% 3	25.00% 3	8.33% 1	25.00% 3	0.00% 0	12
Decision-making is collaborative and transparent	16.67% 2	50.00% 6	16.67% 2	0.00% 0	16.67% 2	0.00% 0	12
I feel comfortable, included, and valued	16.67% 2	16.67% 2	8.33% 1	41.67% 5	16.67% 2	0.00% 0	12
Diversity of opinion is respected and valued	8.33% 1	8.33% 1	41.67% 5	33.33% 4	8.33% 1	0.00% 0	12
Interdisciplinary research is valued and supported	0.00% 0	0.00% 0	41.67% 5	25.00% 3	25.00% 3	8.33% 1	12
CSM creates a collegial and supportive environment	0.00% 0	25.00% 3	16.67% 2	41.67% 5	16.67% 2	0.00% 0	12

Q23

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

Answered: 12 Skipped: 0

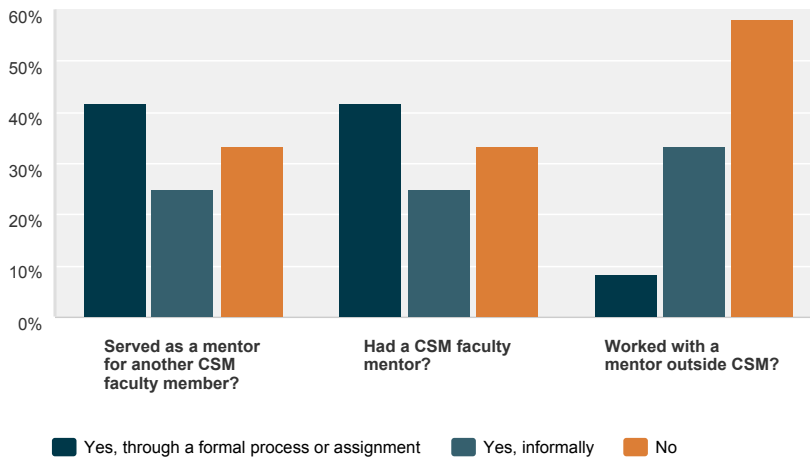


Answer Choices	Responses	
Very dissatisfied	16.67%	2
Somewhat dissatisfied	16.67%	2
Neither satisfied nor dissatisfied	0.00%	0
Somewhat satisfied	41.67%	5
Very satisfied	25.00%	3
Total		12

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?	41.67% 5	25.00% 3	33.33% 4	12
Had a CSM faculty mentor?	41.67% 5	25.00% 3	33.33% 4	12

Worked with a mentor outside CSM?

8.33%
1

33.33%
4

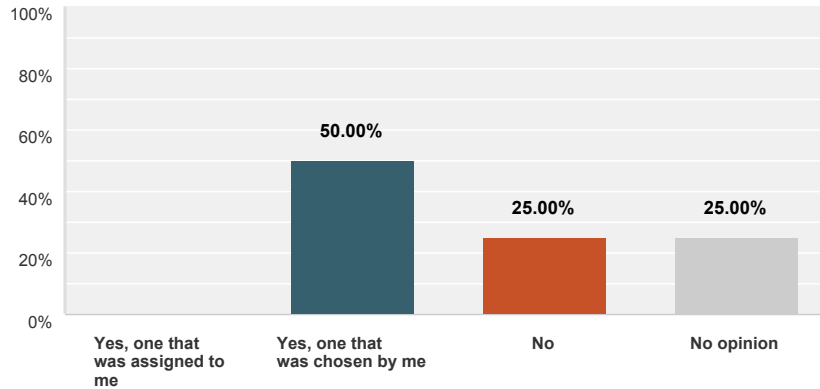
58.33%
7

12

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: 4

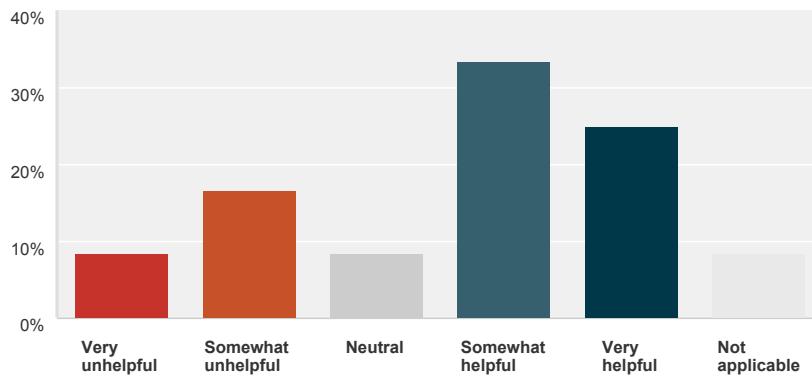


Answer Choices	Responses
Yes, one that was assigned to me	0.00% 0
Yes, one that was chosen by me	50.00% 4
No	25.00% 2
No opinion	25.00% 2
Total	8

Q26

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

Answered: 12 Skipped: 0



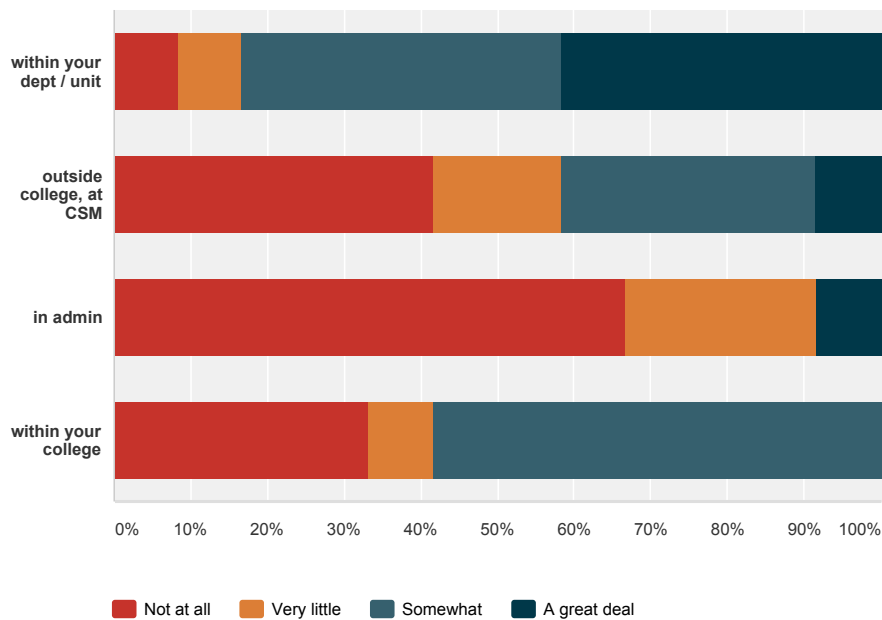
Answer Choices	Responses
Very unhelpful	8.33% 1
Somewhat unhelpful	16.67% 2
Neutral	8.33% 1

Somewhat helpful	33.33%	4
Very helpful	25.00%	3
Not applicable	8.33%	1
Total		12

Q27

To what extent have you collaborated with colleagues:

Answered: 12 Skipped: 0

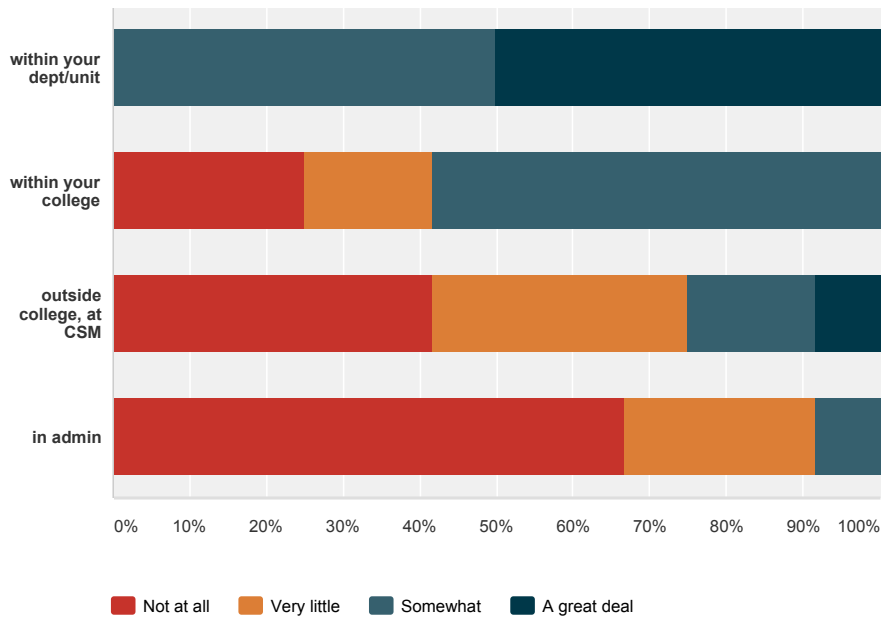


	Not at all	Very little	Somewhat	A great deal	Total
within your dept / unit	8.33% 1	8.33% 1	41.67% 5	41.67% 5	12
outside college, at CSM	41.67% 5	16.67% 2	33.33% 4	8.33% 1	12
in admin	66.67% 8	25.00% 3	0.00% 0	8.33% 1	12
within your college	33.33% 4	8.33% 1	58.33% 7	0.00% 0	12

Q28

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

Answered: 12 Skipped: 0

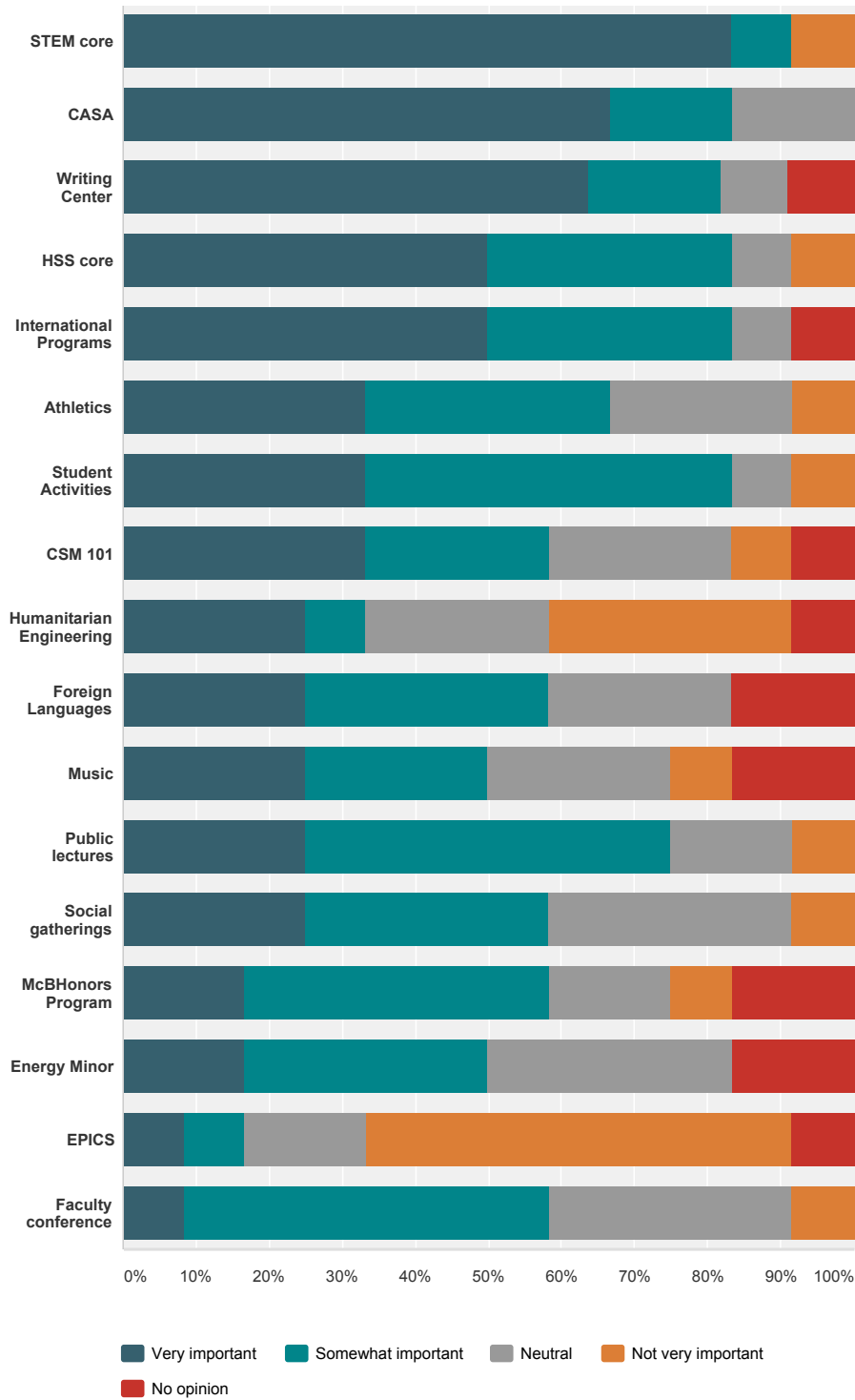


	Not at all	Very little	Somewhat	A great deal	Total
within your dept/unit	0.00% 0	0.00% 0	50.00% 6	50.00% 6	12
within your college	25.00% 3	16.67% 2	58.33% 7	0.00% 0	12
outside college, at CSM	41.67% 5	33.33% 4	16.67% 2	8.33% 1	12
in admin	66.67% 8	25.00% 3	8.33% 1	0.00% 0	12

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
STEM core	83.33% 10	8.33% 1	0.00% 0	8.33% 1	0.00% 0	12
CASA	66.67% 8	16.67% 2	16.67% 2	0.00% 0	0.00% 0	12
Writing Center	63.64% 7	18.18% 2	9.09% 1	0.00% 0	9.09% 1	11
HSS core	50.00% 6	33.33% 4	8.33% 1	8.33% 1	0.00% 0	12
International Programs	50.00% 6	33.33% 4	8.33% 1	0.00% 0	8.33% 1	12
Athletics	33.33% 4	33.33% 4	25.00% 3	8.33% 1	0.00% 0	12
Student	33.33%	50.00%	8.33%	8.33%	0.00%	

Activities	4	6	1	1	0	12
CSM 101	33.33% 4	25.00% 3	25.00% 3	8.33% 1	8.33% 1	12
Humanitarian Engineering	25.00% 3	8.33% 1	25.00% 3	33.33% 4	8.33% 1	12
Foreign Languages	25.00% 3	33.33% 4	25.00% 3	0.00% 0	16.67% 2	12
Music	25.00% 3	25.00% 3	25.00% 3	8.33% 1	16.67% 2	12
Public lectures	25.00% 3	50.00% 6	16.67% 2	8.33% 1	0.00% 0	12
Social gatherings	25.00% 3	33.33% 4	33.33% 4	8.33% 1	0.00% 0	12
McBHonors Program	16.67% 2	41.67% 5	16.67% 2	8.33% 1	16.67% 2	12
Energy Minor	16.67% 2	33.33% 4	33.33% 4	0.00% 0	16.67% 2	12
EPICS	8.33% 1	8.33% 1	16.67% 2	58.33% 7	8.33% 1	12
Faculty conference	8.33% 1	50.00% 6	33.33% 4	8.33% 1	0.00% 0	12

Q30

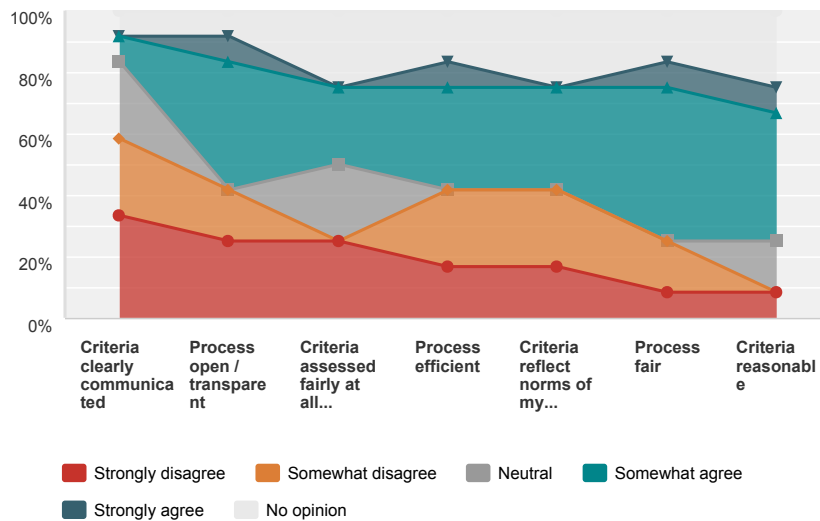
Do you have any additional comments about mentorship and collaboration? (optional)

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



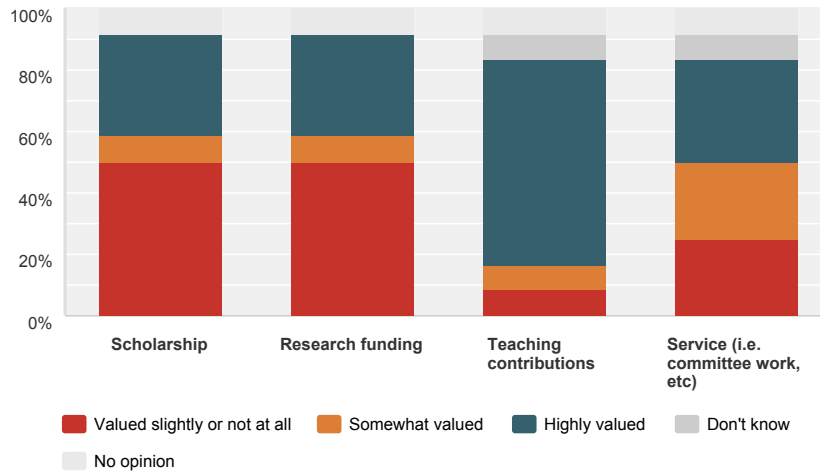
	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	No opinion	Total
Criteria clearly communicated	33.33% 4	25.00% 3	25.00% 3	8.33% 1	0.00% 0	8.33% 1	12

Process open / transparent	25.00% 3	16.67% 2	0.00% 0	41.67% 5	8.33% 1	8.33% 1	12
Criteria assessed fairly at all levels	25.00% 3	0.00% 0	25.00% 3	25.00% 3	0.00% 0	25.00% 3	12
Process efficient	16.67% 2	25.00% 3	0.00% 0	33.33% 4	8.33% 1	16.67% 2	12
Criteria reflect norms of my discipline	16.67% 2	25.00% 3	0.00% 0	33.33% 4	0.00% 0	25.00% 3	12
Process fair	8.33% 1	16.67% 2	0.00% 0	50.00% 6	8.33% 1	16.67% 2	12
Criteria reasonable	8.33% 1	0.00% 0	16.67% 2	41.67% 5	8.33% 1	25.00% 3	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

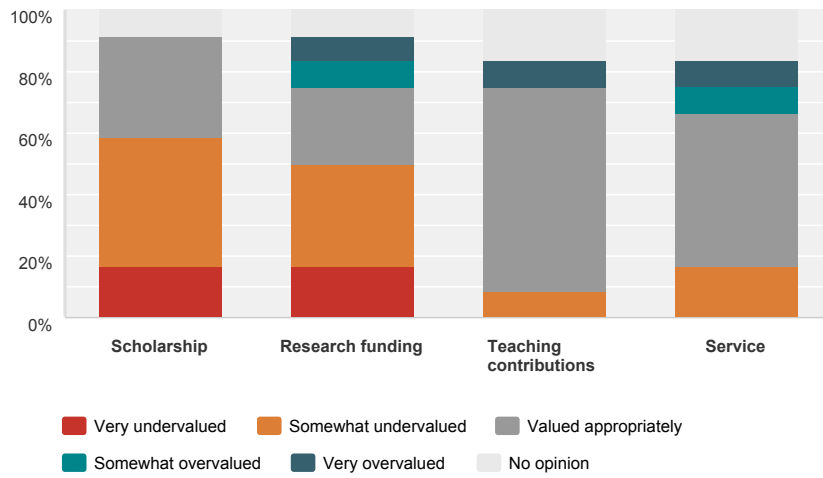


	Valued slightly or not at all	Somewhat valued	Highly valued	Don't know	No opinion	Total
Scholarship	50.00% 6	8.33% 1	33.33% 4	0.00% 0	8.33% 1	12
Research funding	50.00% 6	8.33% 1	33.33% 4	0.00% 0	8.33% 1	12
Teaching contributions	8.33% 1	8.33% 1	66.67% 8	8.33% 1	8.33% 1	12
Service (i.e. committee work, etc)	25.00% 3	25.00% 3	33.33% 4	8.33% 1	8.33% 1	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	16.67% 2	41.67% 5	33.33% 4	0.00% 0	0.00% 0	8.33% 1	12
Research funding	16.67% 2	33.33% 4	25.00% 3	8.33% 1	8.33% 1	8.33% 1	12
Teaching contributions	0.00% 0	8.33% 1	66.67% 8	0.00% 0	8.33% 1	16.67% 2	12
Service	0.00% 0	16.67% 2	50.00% 6	8.33% 1	8.33% 1	16.67% 2	12

Q34

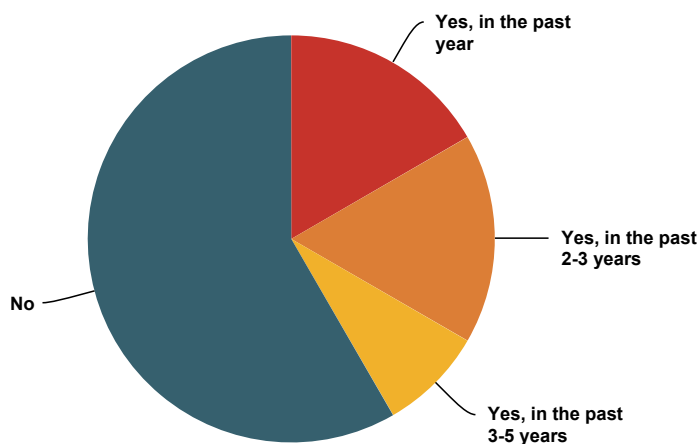
Do you have any additional comments about promotion and/or tenure? (optional)

Answered: 1 Skipped: 11

Q35

Have you applied for a job at another university recently?

Answered: 12 Skipped: 0



Answer Choices

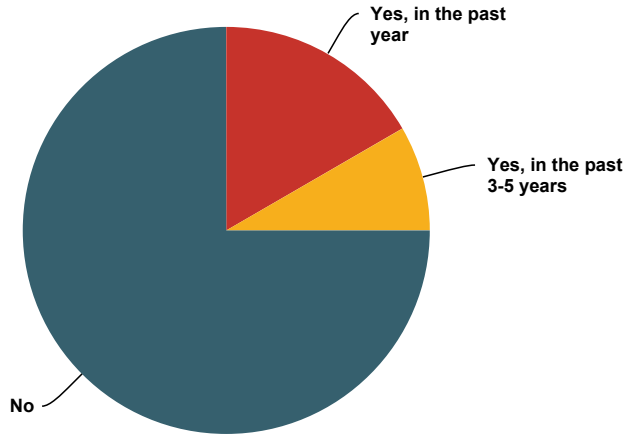
Responses

Yes, in the past year	16.67%	2
Yes, in the past 2-3 years	16.67%	2
Yes, in the past 3-5 years	8.33%	1
No	58.33%	7
Total		12

Q36

Have you applied for a job outside academia recently?

Answered: 12 Skipped: 0



Answer Choices	Responses	
Yes, in the past year	16.67%	2
Yes, in the past 2-3 years	0.00%	0
Yes, in the past 3-5 years	8.33%	1
No	75.00%	9
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: 12 Skipped: 0

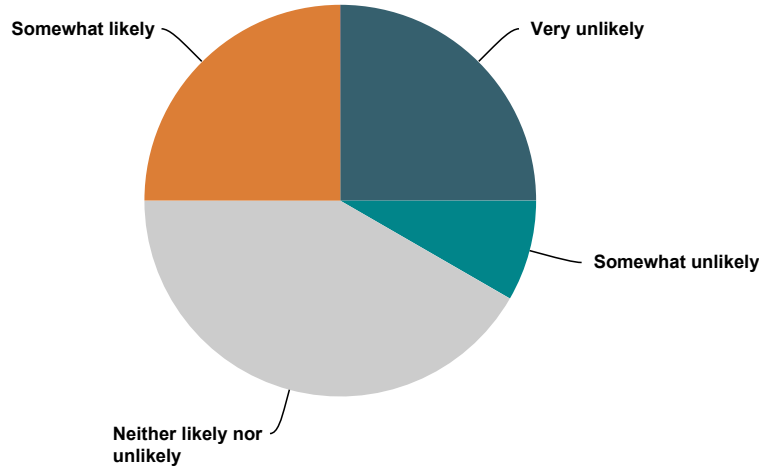
Answer Choices	Responses	
Salary	0.00%	0
Course load	0.00%	0
Administrative responsibilities	0.00%	0
Leave time	0.00%	0
Summer salary	0.00%	0
Special timing of the tenure clock	0.00%	0

Equipment/laboratory/research start-up	0.00%	0
Employment for spouse/partner	0.00%	0
Received offer, but did not take to CSM leadership	25.00%	3
Not applicable	75.00%	9
Total Respondents: 12		

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	25.00%	3
Somewhat unlikely	8.33%	1
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	16.67% 2	58.33% 7	16.67% 2	12
To find a more supportive work environment	25.00% 3	16.67% 2	41.67% 5	16.67% 2	12
To find a more satisfying intellectual environment	33.33% 4	16.67% 2	33.33% 4	16.67% 2	12
To increase your salary	8.33% 1	50.00% 6	25.00% 3	16.67% 2	12

Great opportunities in my field	25.00% 3	25.00% 3	25.00% 3	25.00% 3	12
To increase your time to do research	18.18% 2	36.36% 4	18.18% 2	27.27% 3	11
To pursue a nonacademic job	58.33% 7	0.00% 0	16.67% 2	25.00% 3	12
To reduce workload	41.67% 5	25.00% 3	8.33% 1	25.00% 3	12
Benefits	66.67% 8	0.00% 0	8.33% 1	25.00% 3	12
To improve your prospects for tenure	58.33% 7	0.00% 0	0.00% 0	41.67% 5	12
To reduce stress	33.33% 4	41.67% 5	0.00% 0	25.00% 3	12
To address child-related issues	58.33% 7	0.00% 0	0.00% 0	41.67% 5	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	66.67% 8	8.33% 1	0.00% 0	25.00% 3	12
Retirement	58.33% 7	8.33% 1	0.00% 0	33.33% 4	12
To live elsewhere	50.00% 6	25.00% 3	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	0.00% 0	16.67% 2	75.00% 9	8.33% 1	12
Benefits	16.67% 2	16.67% 2	50.00% 6	16.67% 2	12
Retirement	33.33% 4	8.33% 1	41.67% 5	16.67% 2	12
Other career benefits	27.27% 3	36.36% 4	36.36% 4	0.00% 0	11
Open intellectual environment	25.00% 3	33.33% 4	33.33% 4	8.33% 1	12
Tenure or prospects for tenure	33.33% 4	8.33% 1	25.00% 3	33.33% 4	12
Supportive work environment	25.00% 3	41.67% 5	25.00% 3	8.33% 1	12
Employment situation of your spouse/partner	58.33% 7	0.00% 0	25.00% 3	16.67% 2	12
Salary	63.64% 7	18.18% 2	18.18% 2	0.00% 0	11
Child-related issues	50.00% 6	8.33% 1	16.67% 2	25.00% 3	12
Lack of opportunities in my field	50.00% 6	16.67% 2	16.67% 2	16.67% 2	12
Time to do research	83.33% 10	8.33% 1	8.33% 1	0.00% 0	12
Stress level	66.67%	25.00%	8.33%	0.00%	

	8	3	1	0	12
Workload	83.33% 10	8.33% 1	8.33% 1	0.00% 0	12
Cost of living	58.33% 7	25.00% 3	0.00% 0	16.67% 2	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
Time to spend with family	16.67% 2	41.67% 5	33.33% 4	8.33% 1	12
Commuting to and from work	58.33% 7	25.00% 3	16.67% 2	0.00% 0	12
Managing household responsibilities	41.67% 5	50.00% 6	8.33% 1	0.00% 0	12
Childcare	50.00% 6	8.33% 1	8.33% 1	33.33% 4	12
Care of someone who is ill, disabled, aging, and/or in need of special services	58.33% 7	8.33% 1	8.33% 1	25.00% 3	12
Cost of living	83.33% 10	8.33% 1	8.33% 1	0.00% 0	12
Being part of a dual-career couple	66.67% 8	16.67% 2	8.33% 1	8.33% 1	12
Your health	50.00% 6	41.67% 5	0.00% 0	8.33% 1	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	0	2	7
6-17 yrs	1	5	9
18-23 yrs	0	2	8
23+ yrs	1	9	10

Total Respondents: 12

Q43

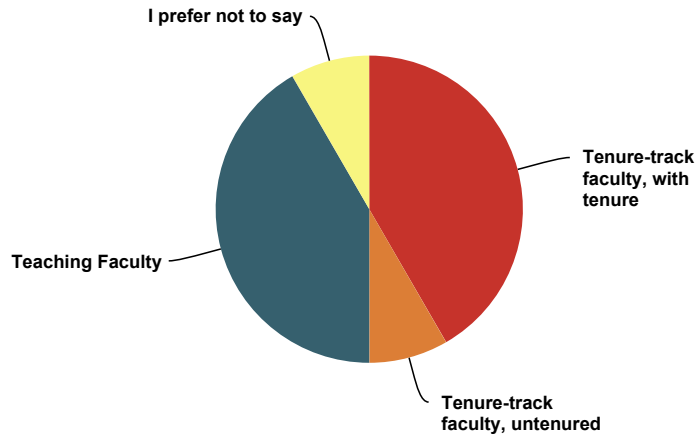
Do you have any additional comments about hiring and retention? (optional)

Answered: 1 Skipped: 11

Q44

What is your current position?

Answered: 12 Skipped: 0



Answer Choices	Responses	
Tenure-track faculty, with tenure	41.67%	5
Tenure-track faculty, untenured	8.33%	1
Teaching Faculty	41.67%	5
Research Faculty	0.00%	0
Library Faculty	0.00%	0
Other	0.00%	0
I prefer not to say	8.33%	1
Total		12

Q45

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

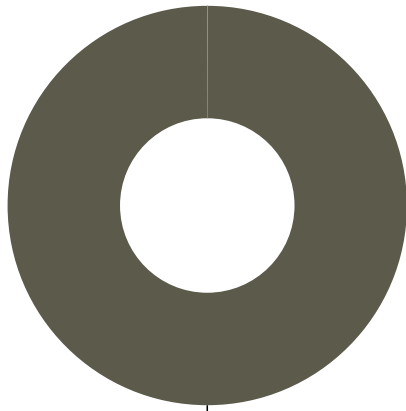
Answered: 12 Skipped: 0

Answer Choices	Responses	
1-3 years	33.33%	4
4-9 years	16.67%	2
10+ years	41.67%	5
I prefer not to say	8.33%	1
Total		12

Q46

In which department/unit is your primary appointment?

Answered: 12 Skipped: 0



Electrical Engineering and Computer Science

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	100.00%	12
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	0.00%	0
Asian/Pacific Islander	16.67%	2
Hispanic	0.00%	0
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: 3 Skipped: 9

Q50

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

Answered: 3 Skipped: 9