

CSM Faculty Climate Survey - Campus wide results

This is a summary of responses by all faculty (196 of 247) who completed the survey. Note that some question or answer choices have been shortened or abbreviated for display purposes. Contact senate for original survey wording.

All Pages

196 responses

238 days (January 21, 2014 - now)

348 views

Q1

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

Answered: 188 Skipped: 8

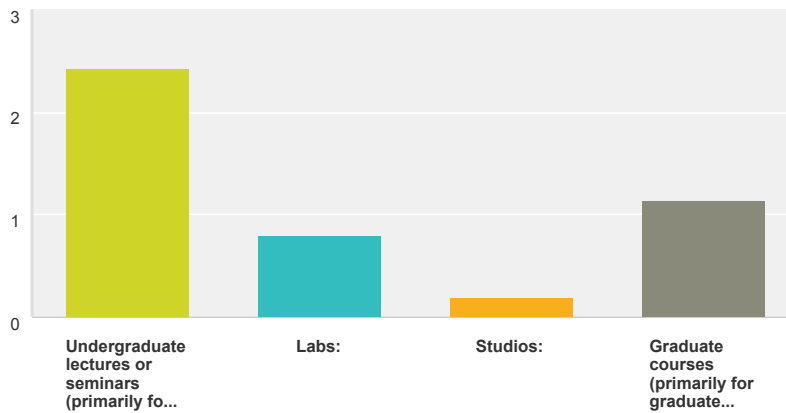
Answer Choices	Average Number	Total Number	Responses
Total number of sections/courses taught:	4	727	188
Total distinct preps (# sections):	3	561	181
Total credit hours delivered:	10	1,666	163
Total credit hours bought-out for research:	0	76	171
Total students in all sections:	143	26,371	185

Total Respondents: 188

Q2

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

Answered: 184 Skipped: 12



Answer Choices	Average Number	Total Number	Responses
Undergraduate lectures or seminars (primarily for undergraduates):	2	433	178
Labs:	1	117	146
Studios:	0	25	132
Graduate courses (primarily for graduate students):	1	180	157

Total Respondents: 184

Q3

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

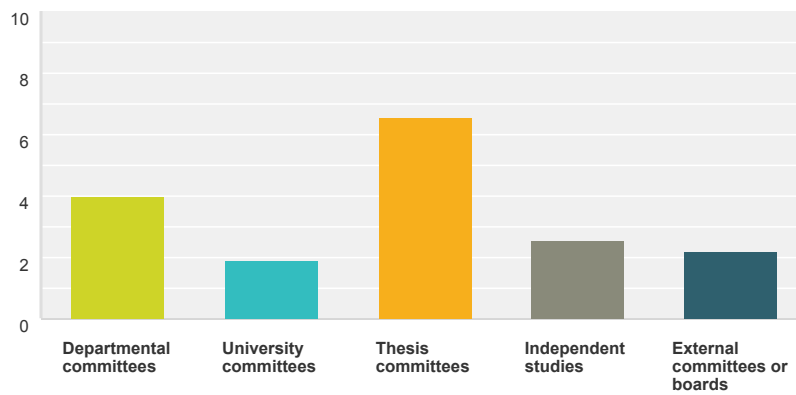
Answered: 186 Skipped: 10

Answer Choices	Responses
Yes, research related (e.g. charge-outs)	10.22% 19
Yes, service or administration related (e.g. program director, dept head., etc.)	13.44% 25
Yes, for other reasons	19.35% 36
No	60.75% 113
Total Respondents: 186	

Q4

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

Answered: 188 Skipped: 8



Answer Choices	Average Number	Total Number	Responses
Departmental committees	4	730	183
University committees	2	313	166
Thesis committees	7	1,142	175
Independent studies	3	406	160
External committees or boards	2	372	168
Total Respondents: 188			

Q5

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

Answered: 187 Skipped: 9

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

Chair of a departmental or university committee	51.41% 91	32.20% 57	29.38% 52	177
Course coordinator	50.84% 91	30.17% 54	30.73% 55	179
Director of center, program, or institute	65.92% 118	21.23% 38	21.79% 39	179
Other administrative capacity (e.g. assistant dept head)	74.57% 129	13.29% 23	17.92% 31	173
Director or Head of department/division	88.64% 156	6.25% 11	6.25% 11	176

Q6

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

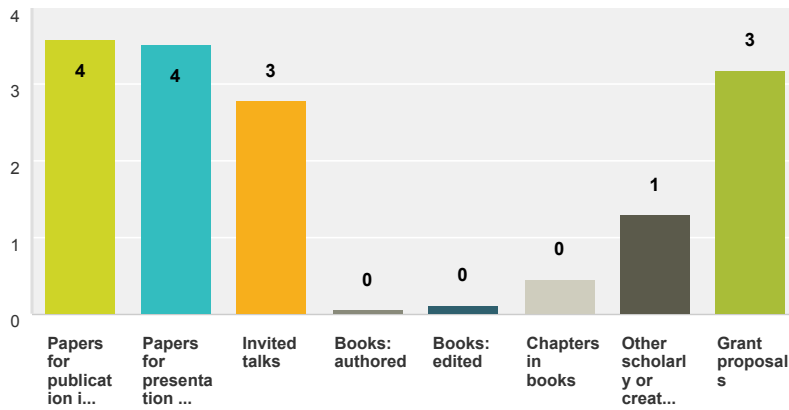
Answered: 152 Skipped: 44

	Teaching relief	Extra compensation	No	Total Respondents
Director or Head of department/division	11.76% 12	15.69% 16	83.33% 85	102
Director of center, program, or institute	7.76% 9	11.21% 13	83.62% 97	116
Chair of a committee	0.00% 0	0.00% 0	100.00% 130	130
Course coordinator	4.72% 6	3.94% 5	92.13% 117	127
Other administrative capacity (e.g. assistant dept head)	9.26% 10	10.19% 11	84.26% 91	108

Q7

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

Answered: 185 Skipped: 11



Answer Choices	Average Number	Total Number	Responses
Papers for publication in peer-reviewed journals	4	641	179
Papers for presentation at conferences	4	623	177
Invited talks	3	481	173
Books: authored	0	9	148
Books: edited	0	19	149
Chapters in books	0	76	162
Other scholarly or creative works	1	197	151
Grant proposals	3	533	168

Total Respondents: 185

Q8

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

Answered: 175 Skipped: 21

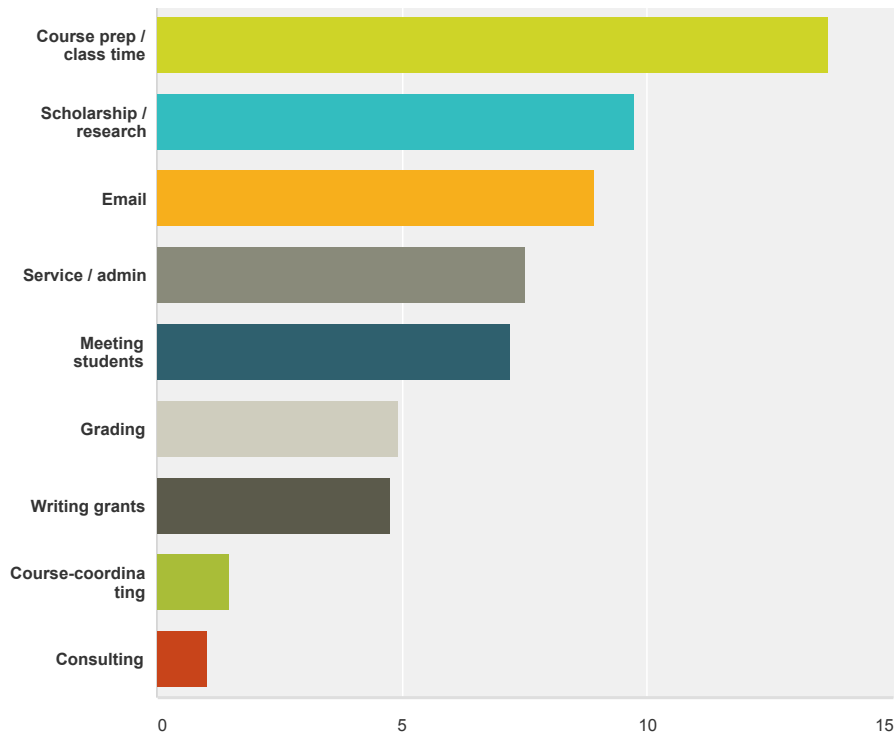
Answer Choices	Average Number	Total Number	Responses
# MS students/advises	2	373	170
# PhD students/advises	3	444	170

Total Respondents: 175

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: 182 Skipped: 14



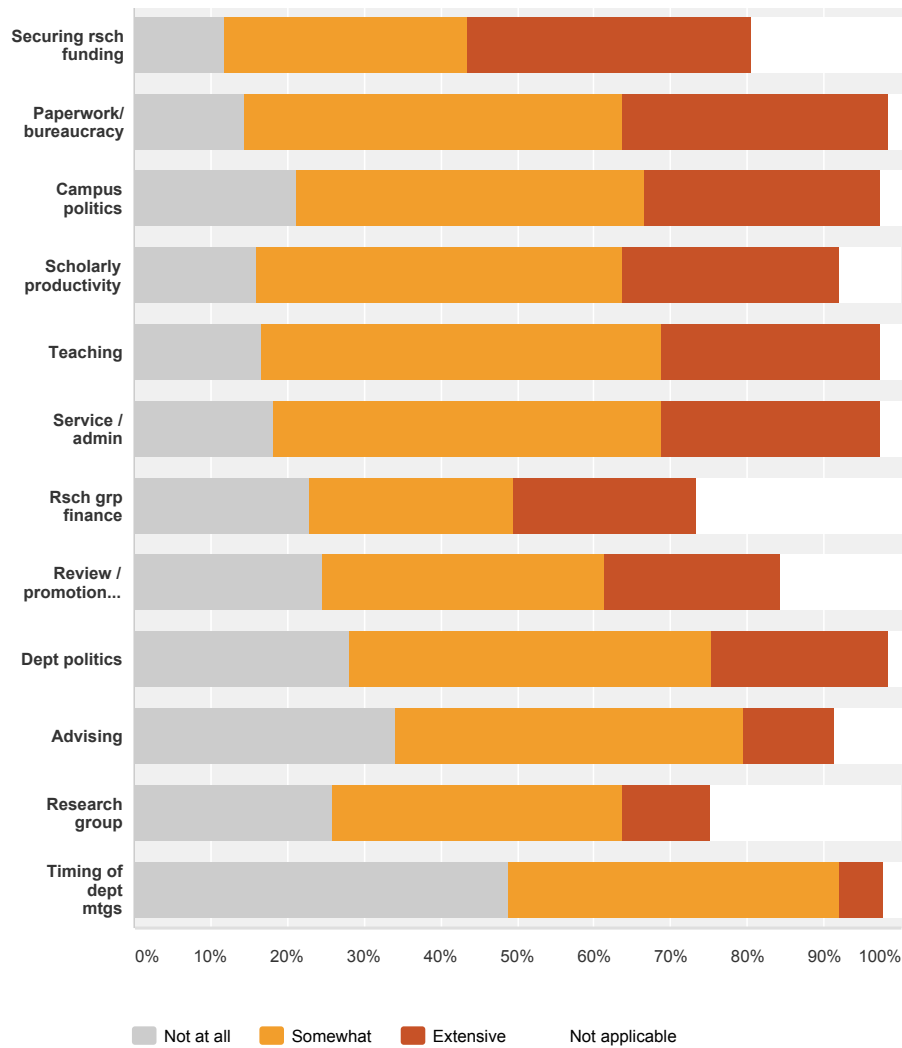
Answer Choices	Average Number	Total Number	Responses
Course prep / class time	14	2,421	177
Scholarship / research	10	1,716	176
Email	9	1,608	180
Service / admin	8	1,309	174
Meeting students	7	1,280	178
Grading	5	868	176
Writing grants	5	815	171
Course-coordinating	1	240	164
Consulting	1	168	165

Total Respondents: 182

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: 188 Skipped: 8

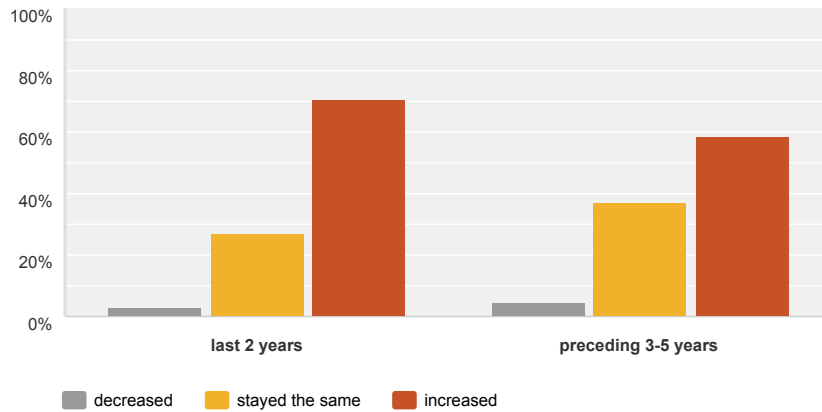


	Not at all	Somewhat	Extensive	Not applicable	Total
Securing rsch funding	11.83% 22	31.72% 59	37.10% 69	19.35% 36	186
Paperwork/ bureaucracy	14.44% 27	49.20% 92	34.76% 65	1.60% 3	187
Campus politics	21.28% 40	45.21% 85	30.85% 58	2.66% 5	188
Scholarly productivity	16.04% 30	47.59% 89	28.34% 53	8.02% 15	187
Teaching	16.67% 31	52.15% 97	28.49% 53	2.69% 5	186
Service / admin	18.28% 34	50.54% 94	28.49% 53	2.69% 5	186
Rsch grp finance	22.83% 42	26.63% 49	23.91% 44	26.63% 49	184
Review / promotion process	24.73% 46	36.56% 68	23.12% 43	15.59% 29	186
Dept politics	27.96% 52	47.31% 88	23.12% 43	1.61% 3	186
Advising	34.05% 63	45.41% 84	11.89% 22	8.65% 16	185
Research group	25.95% 48	37.84% 70	11.35% 21	24.86% 46	185
Timing of dept mtgs	48.94% 92	43.09% 81	5.85% 11	2.13% 4	188

Q11

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

Answered: 181 Skipped: 15

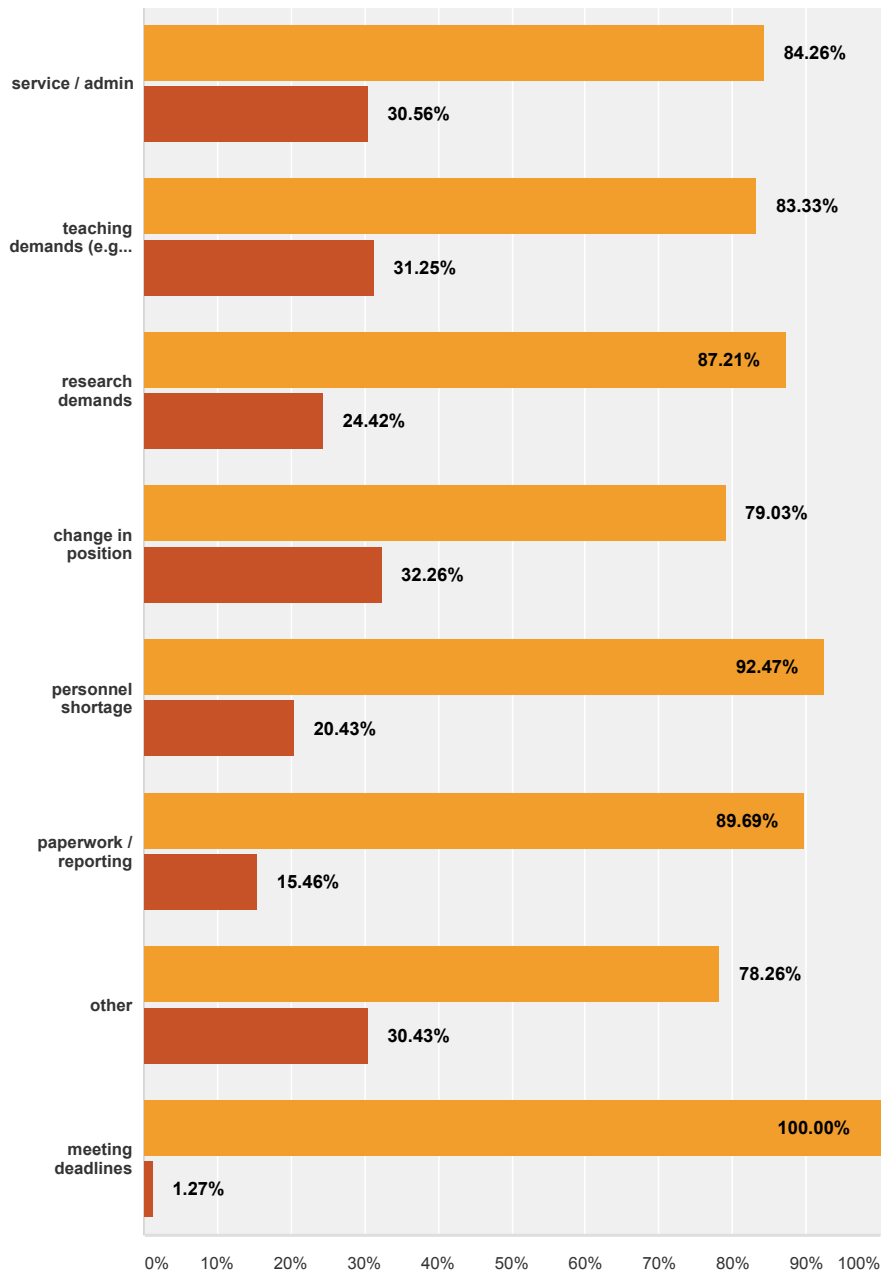


	decreased	stayed the same	increased	Total
last 2 years	2.79% 5	26.82% 48	70.39% 126	179
preceding 3-5 years	4.32% 7	37.04% 60	58.64% 95	162

Q12

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

Answered: 147 Skipped: 49



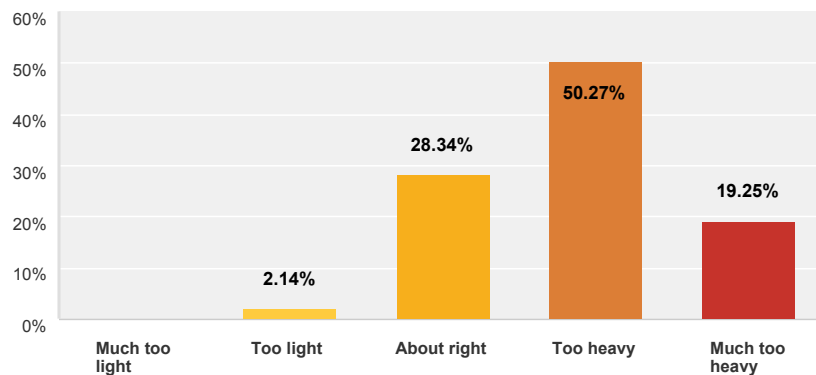
■ contributed to increase (check all that apply)
 ■ single most significant factor (check one)

	contributed to increase (check all that apply)	single most significant factor (check one)	Total Respondents
service / admin	84.26% 91	30.56% 33	108
teaching demands (e.g. increased student numbers)	83.33% 80	31.25% 30	96
research demands	87.21% 75	24.42% 21	86
change in position	79.03% 49	32.26% 20	62
personnel shortage	92.47% 86	20.43% 19	93
paperwork / reporting	89.69% 87	15.46% 15	97
other	78.26% 18	30.43% 7	23

Q13

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

Answered: 187 Skipped: 9



Answer Choices	Responses
Much too light	0.00% 0
Too light	2.14% 4
About right	28.34% 53
Too heavy	50.27% 94
Much too heavy	19.25% 36
Total	187

Q14

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

Answered: 70 Skipped: 126

Q15

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

Answered: 189 Skipped: 7

	Very dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Very satisfied	Not applicable	Total
Salary	16.40% 31	37.04% 70	14.81% 28	22.22% 42	8.47% 16	1.06% 2	189
Length of contract	16.13% 30	10.22% 19	24.19% 45	9.68% 18	15.59% 29	24.19% 45	186
Start-up funds	10.27% 19	10.27% 19	18.92% 35	12.43% 23	14.59% 27	33.51% 62	185
Benefits	2.13% 4	4.26% 8	13.83% 26	20.74% 39	56.38% 106	2.66% 5	188

Q16

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

Answered: 189 Skipped: 7

	Very dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Very satisfied	Not applicable	Total
Number or breadth of faculty within department/unit to deliver curriculum	22.22% 42	32.28% 61	18.52% 35	16.40% 31	5.82% 11	4.76% 9	189
Staff support	20.11% 38	25.93% 49	17.46% 33	22.22% 42	13.76% 26	0.53% 1	189
Support for submitting grants	19.79% 37	23.53% 44	15.51% 29	10.70% 20	7.49% 14	22.99% 43	187
Number or breadth of faculty within department/unit to advance research	17.46% 33	28.04% 53	20.63% 39	16.40% 31	6.35% 12	11.11% 21	189
Availability of nearby parking	12.17% 23	22.22% 42	16.93% 32	20.63% 39	22.22% 42	5.82% 11	189
Classroom space	12.17% 23	21.69% 41	17.99% 34	25.93% 49	19.58% 37	2.65% 5	189
Lab or research space	11.64% 22	11.64% 22	13.23% 25	23.28% 44	8.47% 16	31.75% 60	189
Library resources	11.11% 21	16.93% 32	32.80% 62	20.63% 39	13.76% 26	4.76% 9	189
Computer resources	10.58% 20	19.58% 37	25.40% 48	28.04% 53	12.70% 24	3.70% 7	189
Instructional/classroom technology	7.98% 15	20.74% 39	23.40% 44	32.45% 61	11.70% 22	3.72% 7	188
Office space	4.76% 9	9.52% 18	12.17% 23	28.57% 54	44.44% 84	0.53% 1	189

Q17

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

Answered: 189 Skipped: 7

	Very dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Very satisfied	Not applicable	Total
Time available for scholarly work	23.81% 45	40.21% 76	12.70% 24	8.99% 17	4.76% 9	9.52% 18	189
Access to teaching assistants	16.93% 32	18.52% 35	13.76% 26	20.11% 38	18.52% 35	12.17% 23	189
Committee and administrative responsibilities	13.76% 26	24.87% 47	30.16% 57	20.63% 39	5.82% 11	4.76% 9	189
Intellectual stimulation of your work environment	11.11% 21	20.63% 39	11.11% 21	33.86% 64	20.63% 39	2.65% 5	189
Quality of graduate students	7.49% 14	19.25% 36	14.44% 27	21.39% 40	17.65% 33	19.79% 37	187
Access to students for research	4.79% 9	12.77% 24	22.34% 42	25.53% 48	10.11% 19	24.47% 46	188

projects							
Advising responsibilities	1.60% 3	9.09% 17	30.48% 57	29.41% 55	20.86% 39	8.56% 16	187
Teaching responsibilities	1.06% 2	15.87% 30	14.81% 28	30.16% 57	35.45% 67	2.65% 5	189

Q18

How important are the following to you?:

Answered: 189 Skipped: 7

	Very important	Somewhat important	Neutral	Somewhat unimportant	Not very important	Not applicable	Total
Academic freedom	77.25% 146	16.40% 31	4.76% 9	0.53% 1	0.53% 1	0.53% 1	189
Faculty input in decision-making	73.02% 138	22.75% 43	2.65% 5	1.06% 2	0.53% 1	0.00% 0	189
Teaching undergraduate students	68.78% 130	22.22% 42	5.29% 10	2.12% 4	0.53% 1	1.06% 2	189
Conducting research/scholarship	65.08% 123	20.11% 38	5.82% 11	2.65% 5	3.17% 6	3.17% 6	189
Open environment for discussing differing ideas	59.04% 111	28.19% 53	10.64% 20	1.60% 3	0.53% 1	0.00% 0	188
Teaching graduate students	52.13% 98	22.87% 43	10.64% 20	1.60% 3	4.26% 8	8.51% 16	188
Diversity on campus	41.27% 78	31.22% 59	20.63% 39	2.12% 4	4.76% 9	0.00% 0	189
Intellectual activities with colleagues	38.10% 72	47.09% 89	9.52% 18	2.12% 4	2.65% 5	0.53% 1	189
Engage in student life/ activities	15.87% 30	33.86% 64	24.87% 47	10.05% 19	15.34% 29	0.00% 0	189
Engage in service/ committee work	11.64% 22	42.86% 81	26.46% 50	12.70% 24	5.82% 11	0.53% 1	189
Social activities with colleagues	8.99% 17	47.09% 89	29.63% 56	5.29% 10	8.99% 17	0.00% 0	189

Q19

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

Answered: 46 Skipped: 150

Q20

Please indicate your agreement or disagreement with the following statements:

Answered: 186 Skipped: 10

	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	Not applicable	Total
The creation of colleges has made my professional life better	30.81% 57	17.84% 33	30.81% 57	7.03% 13	7.57% 14	5.95% 11	185
I feel comfortable expressing my views openly	14.52% 27	23.12% 43	12.37% 23	32.80% 61	16.67% 31	0.54% 1	186

I feel I am given the opportunity to serve on important committees	8.06% 15	6.45% 12	21.51% 40	26.34% 49	32.26% 60	5.38% 10	186
If I had to decide all over again to be a faculty member at CSM, I would again chose to be here	7.03% 13	16.76% 31	13.51% 25	28.11% 52	34.05% 63	0.54% 1	185
The quality of my scholarship is positively affected by my interactions with CSM colleagues	5.98% 11	13.59% 25	23.37% 43	33.15% 61	17.39% 32	6.52% 12	184
My colleagues value my research/scholarship	5.43% 10	16.85% 31	16.30% 30	32.61% 60	19.57% 36	9.24% 17	184
I am able to make decisions about my areas of responsibility	5.46% 10	13.66% 25	15.30% 28	41.53% 76	21.86% 40	2.19% 4	183
I have to work harder than some of my colleagues to be perceived as a legitimate scholar	5.41% 10	18.38% 34	25.41% 47	27.03% 50	17.84% 33	5.95% 11	185
My department/unit is a good fit for me	4.84% 9	12.90% 24	6.99% 13	32.26% 60	43.01% 80	0.00% 0	186
My colleagues value my contributions to teaching and advising	3.23% 6	11.29% 21	12.37% 23	44.09% 82	26.34% 49	2.69% 5	186
My colleagues value my service and administrative contributions	3.23% 6	11.29% 21	24.19% 45	37.10% 69	21.51% 40	2.69% 5	186
My department/unit is a place where individual faculty may comfortably raise personal and/or family responsibilities when scheduling department/unit obligations	2.69% 5	11.29% 21	17.74% 33	32.80% 61	32.80% 61	2.69% 5	186

Q21

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

Answered: 186 Skipped: 10

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	Not applicable	Total
Decision-making is efficient	13.98% 26	20.97% 39	19.89% 37	30.11% 56	13.44% 25	1.61% 3	186
Decision-making is collaborative and transparent	13.44% 25	20.97% 39	13.44% 25	33.33% 62	17.74% 33	1.08% 2	186
Department/unit helps me obtain or manage the resources I need	11.83% 22	15.59% 29	15.59% 29	36.02% 67	19.35% 36	1.61% 3	186
Decision-making reflects sound priorities and relevant data	11.35% 21	20.54% 38	21.08% 39	29.73% 55	15.68% 29	1.62% 3	185
I feel	10.81%	15.14%	10.81%	35.68%	27.57%	0.00%	

comfortable, included, and valued	20	28	20	66	51	0	185
I have a voice in decision-making	9.68% 18	11.83% 22	15.05% 28	39.78% 74	23.12% 43	0.54% 1	186
Decision-making is fair	9.14% 17	18.82% 35	16.13% 30	32.80% 61	21.51% 40	1.61% 3	186
Department/unit creates a collegial and supportive environment	8.11% 15	11.89% 22	14.05% 26	35.68% 66	30.27% 56	0.00% 0	185
Diversity of opinion is respected and valued	7.53% 14	14.52% 27	19.35% 36	36.56% 68	22.04% 41	0.00% 0	186
Interdisciplinary research is valued and supported	5.38% 10	11.83% 22	9.14% 17	36.02% 67	29.57% 55	8.06% 15	186

Q22

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

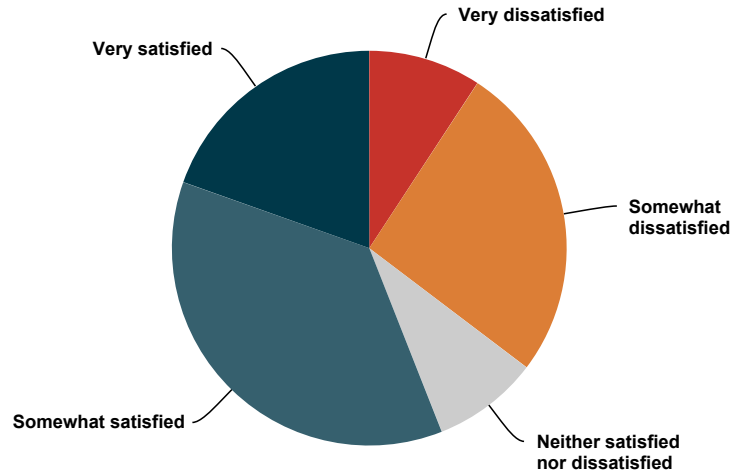
Answered: 186 Skipped: 10

	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	Not applicable	Total
Decision-making is collaborative and transparent	38.92% 72	32.43% 60	16.76% 31	7.03% 13	4.32% 8	0.54% 1	185
Decision-making is efficient	35.68% 66	24.86% 46	24.32% 45	8.11% 15	5.41% 10	1.62% 3	185
Decision-making is fair	29.03% 54	31.72% 59	23.12% 43	9.68% 18	5.38% 10	1.08% 2	186
I have a voice in decision-making	29.19% 54	32.43% 60	20.54% 38	13.51% 25	4.32% 8	0.00% 0	185
Decision-making reflects sound priorities and relevant data	26.49% 49	31.35% 58	23.78% 44	12.43% 23	4.86% 9	1.08% 2	185
Diversity of opinion is respected and valued	25.27% 46	19.23% 35	29.67% 54	18.13% 33	7.69% 14	0.00% 0	182
CSM helps me obtain or manage the resources I need	23.91% 44	28.26% 52	19.57% 36	19.02% 35	8.15% 15	1.09% 2	184
I feel comfortable, included, and valued	22.70% 42	22.70% 42	24.86% 46	21.62% 40	8.11% 15	0.00% 0	185
CSM creates a collegial and supportive environment	12.97% 24	18.92% 35	22.16% 41	34.59% 64	11.35% 21	0.00% 0	185
Interdisciplinary research is valued and supported	8.11% 15	16.22% 30	15.14% 28	36.76% 68	16.76% 31	7.03% 13	185

Q23

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

Answered: 184 Skipped: 12

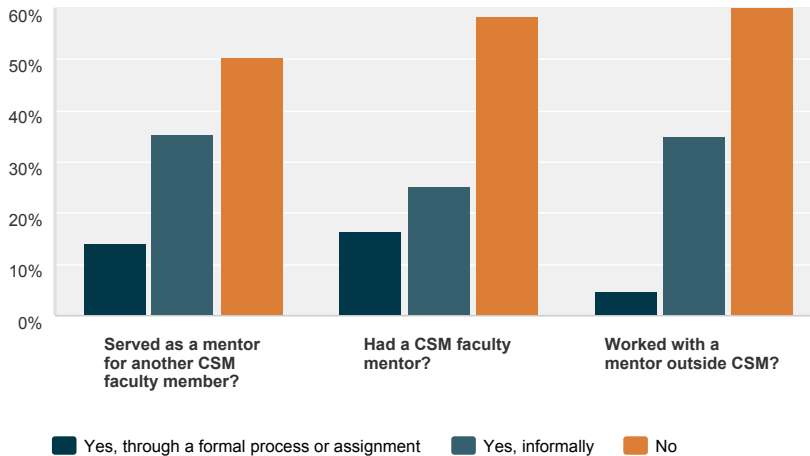


Answer Choices	Responses	
Very dissatisfied	9.24%	17
Somewhat dissatisfied	26.09%	48
Neither satisfied nor dissatisfied	8.70%	16
Somewhat satisfied	36.41%	67
Very satisfied	19.57%	36
Total		184

Q24

While at CSM, have you:

Answered: 183 Skipped: 13

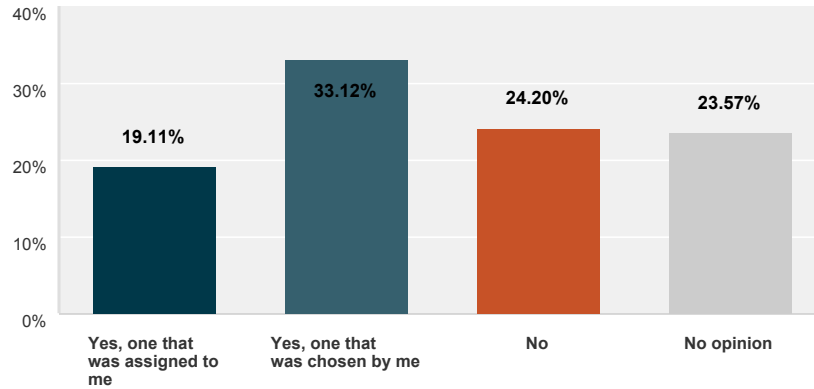


	Yes, through a formal process or assignment	Yes, informally	No	Total
Served as a mentor for another CSM faculty member?	14.21% 26	35.52% 65	50.27% 92	183
Had a CSM faculty mentor?	16.39% 30	25.14% 46	58.47% 107	183
Worked with a	4.95%	35.16%	59.89%	

Q25

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

Answered: 157 Skipped: 39

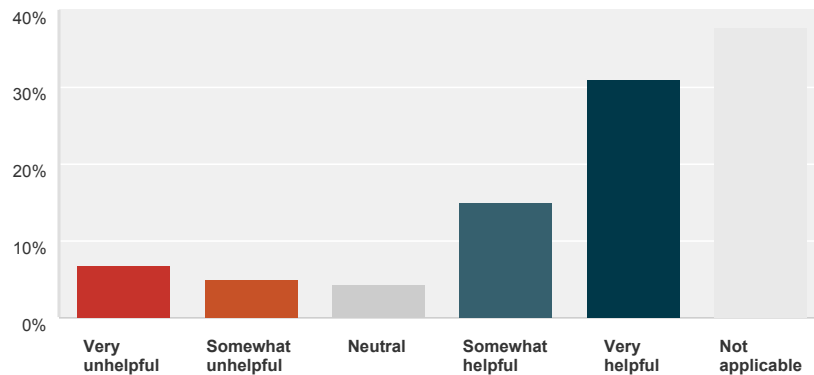


Answer Choices	Responses	
Yes, one that was assigned to me	19.11%	30
Yes, one that was chosen by me	33.12%	52
No	24.20%	38
No opinion	23.57%	37
Total		157

Q26

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

Answered: 161 Skipped: 35



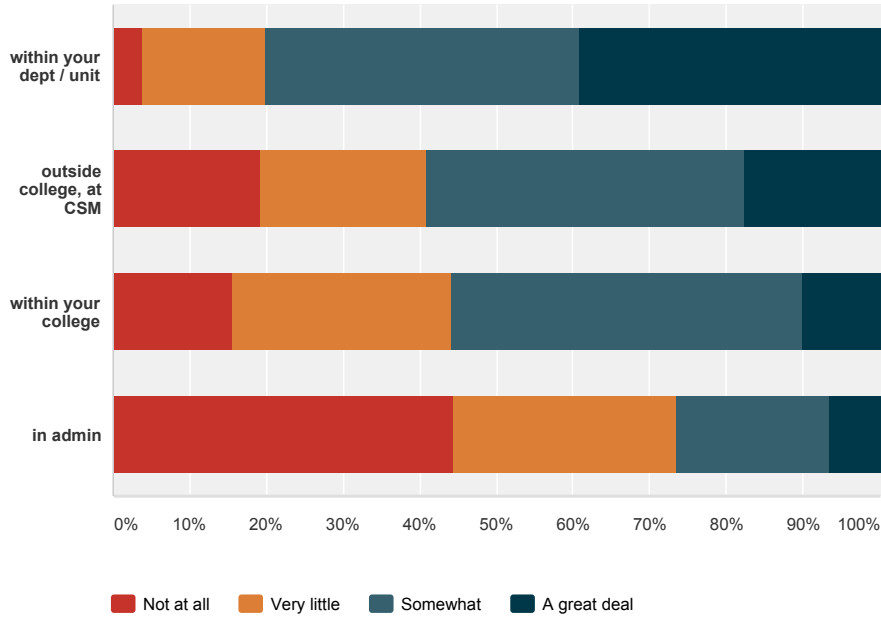
Answer Choices	Responses	
Very unhelpful	6.83%	11
Somewhat unhelpful	4.97%	8
Neutral	4.35%	7
Somewhat helpful	14.91%	24

Very helpful	31.06%	50
Not applicable	37.89%	61
Total		161

Q27

To what extent have you collaborated with colleagues:

Answered: 182 Skipped: 14

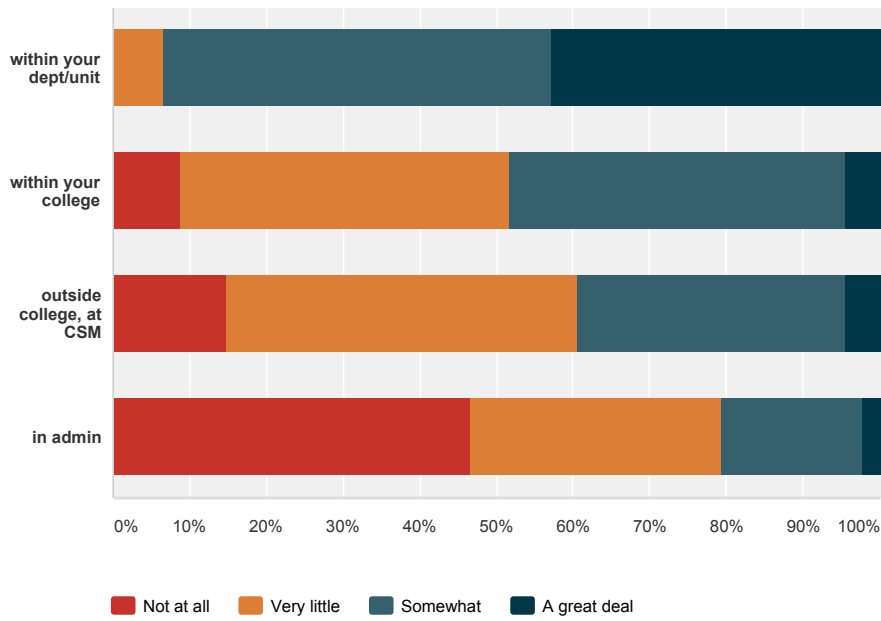


	Not at all	Very little	Somewhat	A great deal	Total
within your dept / unit	3.85% 7	15.93% 29	41.21% 75	39.01% 71	182
outside college, at CSM	19.34% 35	21.55% 39	41.44% 75	17.68% 32	181
within your college	15.64% 28	28.49% 51	45.81% 82	10.06% 18	179
in admin	44.51% 81	29.12% 53	19.78% 36	6.59% 12	182

Q28

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

Answered: 182 Skipped: 14

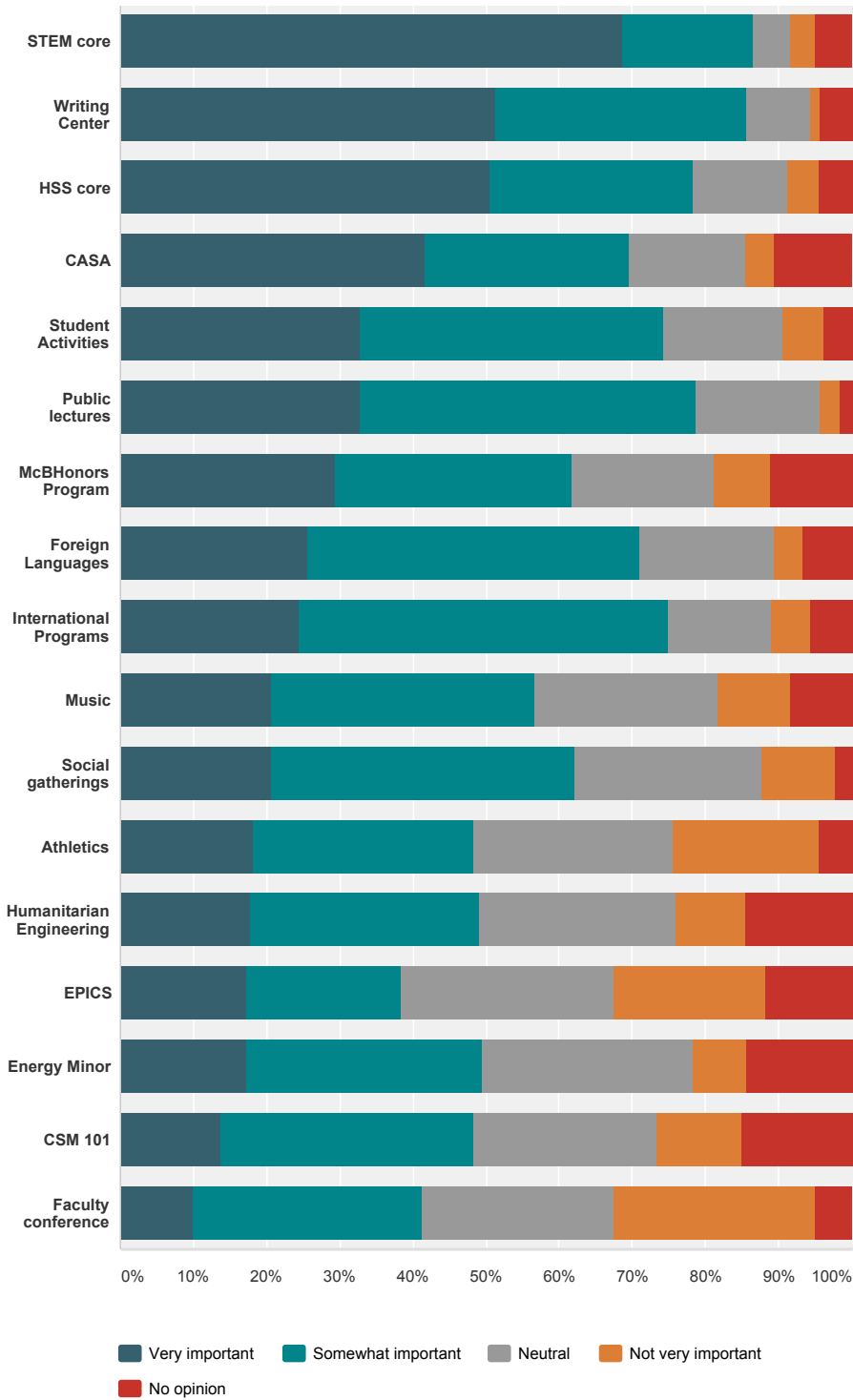


	Not at all	Very little	Somewhat	A great deal	Total
within your dept/unit	0.00% 0	6.59% 12	50.55% 92	42.86% 78	182
within your college	8.89% 16	42.78% 77	43.89% 79	4.44% 8	180
outside college, at CSM	14.84% 27	45.60% 83	35.16% 64	4.40% 8	182
in admin	46.67% 84	32.78% 59	18.33% 33	2.22% 4	180

Q29

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

Answered: 180 Skipped: 16



	Very important	Somewhat important	Neutral	Not very important	No opinion	Total
STEM core	68.72% 123	17.88% 32	5.03% 9	3.35% 6	5.03% 9	179
Writing Center	51.40% 92	34.08% 61	8.94% 16	1.12% 2	4.47% 8	179
HSS core	50.56% 91	27.78% 50	12.78% 23	4.44% 8	4.44% 8	180
CASA	41.67% 75	27.78% 50	16.11% 29	3.89% 7	10.56% 19	180
Student Activities	32.78% 59	41.67% 75	16.11% 29	5.56% 10	3.89% 7	180
Public lectures	32.96% 59	45.81% 82	16.76% 30	2.79% 5	1.68% 3	179
McBHonors	29.44%	32.22%	19.44%	7.78%	11.11%	

Program	53	58	35	14	20	180
Foreign Languages	25.70% 46	45.25% 81	18.44% 33	3.91% 7	6.70% 12	179
International Programs	24.44% 44	50.56% 91	13.89% 25	5.56% 10	5.56% 10	180
Music	20.56% 37	36.11% 65	25.00% 45	10.00% 18	8.33% 15	180
Social gatherings	20.56% 37	41.67% 75	25.56% 46	10.00% 18	2.22% 4	180
Athletics	18.33% 33	30.00% 54	27.22% 49	20.00% 36	4.44% 8	180
Humanitarian Engineering	17.88% 32	31.28% 56	26.82% 48	9.50% 17	14.53% 26	179
EPICS	17.32% 31	21.23% 38	29.05% 52	20.67% 37	11.73% 21	179
Energy Minor	17.22% 31	32.22% 58	28.89% 52	7.22% 13	14.44% 26	180
CSM 101	13.89% 25	34.44% 62	25.00% 45	11.67% 21	15.00% 27	180
Faculty conference	10.06% 18	31.28% 56	26.26% 47	27.37% 49	5.03% 9	179

Q30

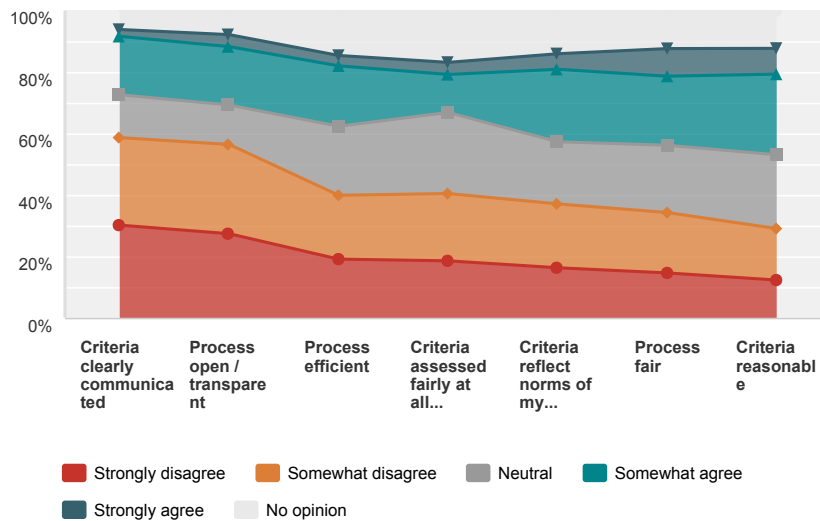
Do you have any additional comments about mentorship and collaboration? (optional)

Answered: 25 Skipped: 171

Q31

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

Answered: 179 Skipped: 17



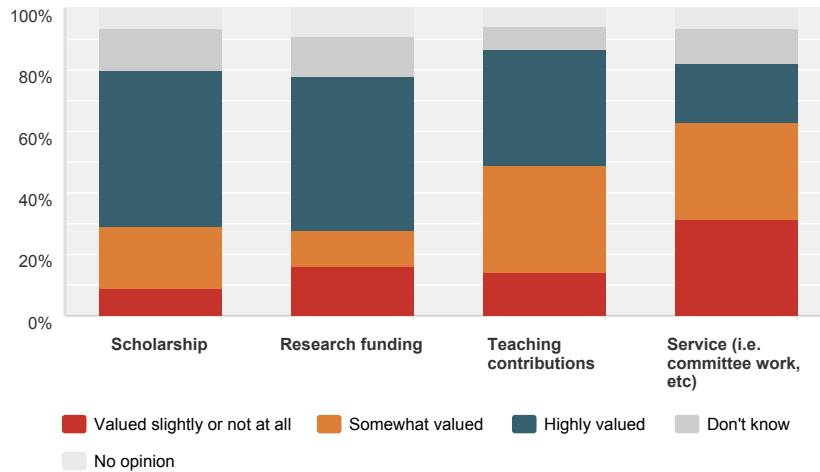
	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	No opinion	Total
Criteria clearly communicated	30.17% 54	28.49% 51	13.97% 25	18.99% 34	2.23% 4	6.15% 11	179

Process open / transparent	27.37% 49	29.05% 52	12.85% 23	18.99% 34	3.91% 7	7.82% 14	179
Process efficient	19.10% 34	20.79% 37	22.47% 40	19.66% 35	3.37% 6	14.61% 26	178
Criteria assessed fairly at all levels	18.54% 33	21.91% 39	26.40% 47	12.36% 22	3.93% 7	16.85% 30	178
Criteria reflect norms of my discipline	16.29% 29	20.79% 37	20.22% 36	23.60% 42	5.06% 9	14.04% 25	178
Process fair	14.61% 26	19.66% 35	21.91% 39	22.47% 40	8.99% 16	12.36% 22	178
Criteria reasonable	12.29% 22	16.76% 30	24.02% 43	26.26% 47	8.38% 15	12.29% 22	179

Q32

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

Answered: 179 Skipped: 17

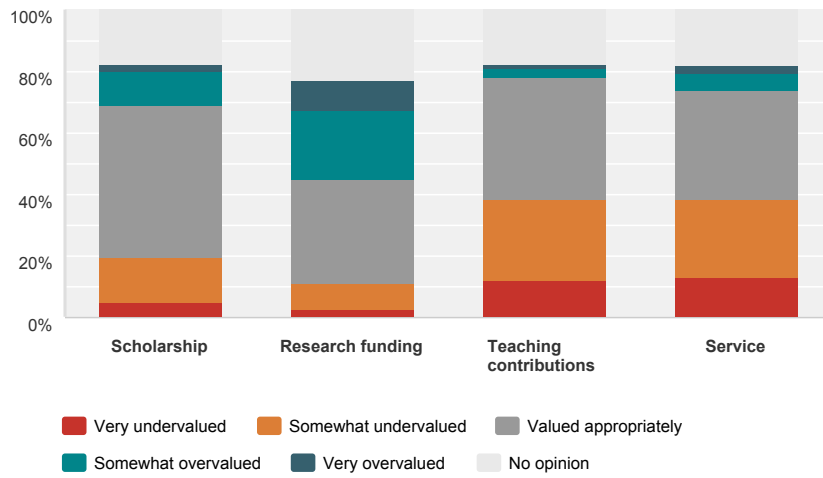


	Valued slightly or not at all	Somewhat valued	Highly valued	Don't know	No opinion	Total
Scholarship	8.94% 16	20.11% 36	50.84% 91	13.41% 24	6.70% 12	179
Research funding	16.20% 29	11.73% 21	50.28% 90	12.85% 23	8.94% 16	179
Teaching contributions	13.97% 25	35.20% 63	37.43% 67	7.26% 13	6.15% 11	179
Service (i.e. committee work, etc)	31.28% 56	31.84% 57	18.99% 34	11.17% 20	6.70% 12	179

Q33

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

Answered: 176 Skipped: 20



	Very undervalued	Somewhat undervalued	Valued appropriately	Somewhat overvalued	Very overvalued	No opinion	Total
Scholarship	5.14% 9	14.29% 25	49.71% 87	10.86% 19	2.29% 4	17.71% 31	175
Research funding	2.29% 4	8.57% 15	34.29% 60	22.29% 39	9.71% 17	22.86% 40	175
Teaching contributions	11.93% 21	26.70% 47	39.20% 69	3.41% 6	1.14% 2	17.61% 31	176
Service	13.22% 23	25.29% 44	35.63% 62	5.17% 9	2.87% 5	17.82% 31	174

Q34

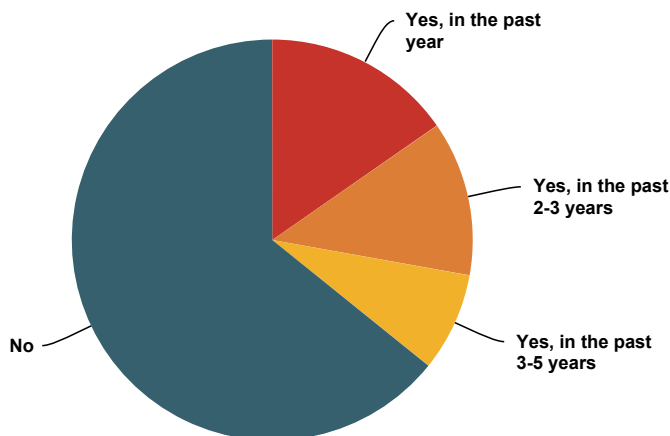
Do you have any additional comments about promotion and/or tenure? (optional)

Answered: 29 Skipped: 167

Q35

Have you applied for a job at another university recently?

Answered: 176 Skipped: 20

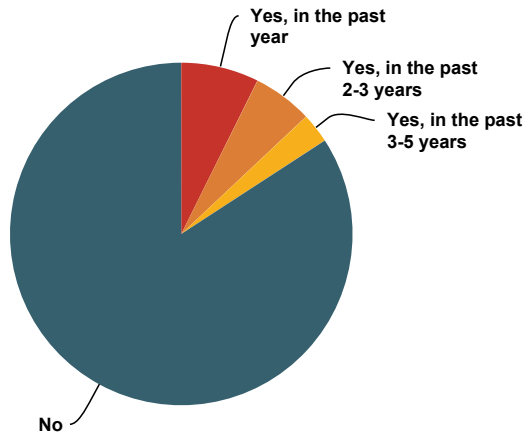


Yes, in the past year	15.34%	27
Yes, in the past 2-3 years	12.50%	22
Yes, in the past 3-5 years	7.95%	14
No	64.20%	113
Total		176

Q36

Have you applied for a job outside academia recently?

Answered: 177 Skipped: 19



Answer Choices	Responses	
Yes, in the past year	7.34%	13
Yes, in the past 2-3 years	5.65%	10
Yes, in the past 3-5 years	2.82%	5
No	84.18%	149
Total		177

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: 165 Skipped: 31

Answer Choices	Responses	
Salary	2.42%	4
Course load	0.00%	0
Administrative responsibilities	1.21%	2
Leave time	0.00%	0
Summer salary	0.61%	1
Special timing of the tenure clock	0.00%	0

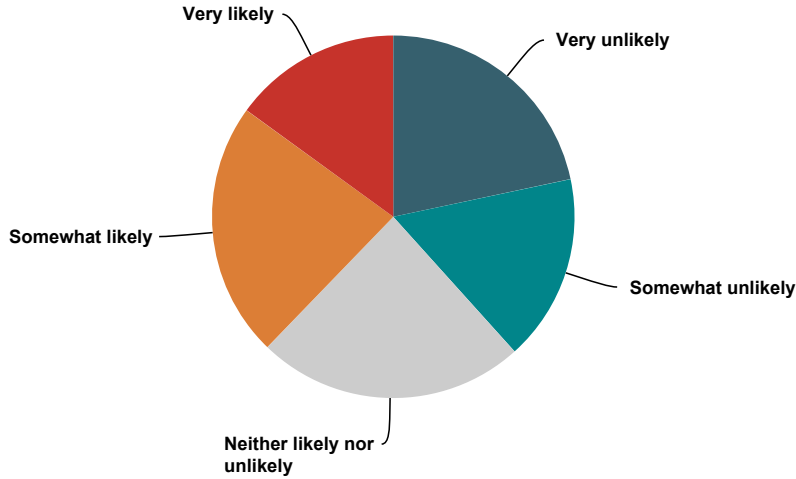
Equipment/laboratory/research start-up	0.00%	0
Employment for spouse/partner	0.00%	0
Received offer, but did not take to CSM leadership	15.15%	25
Not applicable	82.42%	136

Total Respondents: 165

Q38

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

Answered: 180 Skipped: 16



Answer Choices	Responses	
Very unlikely	21.67%	39
Somewhat unlikely	16.67%	30
Neither likely nor unlikely	23.89%	43
Somewhat likely	22.78%	41
Very likely	15.00%	27
Total		180

Q39

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

Answered: 176 Skipped: 20

	Not at all	To some extent	To a great extent	Not applicable	Total
To enhance your career in other ways	16.57% 29	30.29% 53	43.43% 76	9.71% 17	175
To find a more supportive work environment	25.73% 44	32.16% 55	33.33% 57	8.77% 15	171
To find a more satisfying intellectual environment	38.82% 66	21.76% 37	30.59% 52	8.82% 15	170
To increase your salary	26.16% 45	40.70% 70	26.16% 45	6.98% 12	172

To reduce stress	29.65% 51	33.72% 58	25.00% 43	11.63% 20	172
To increase your time to do research	36.63% 63	29.07% 50	22.09% 38	12.21% 21	172
To reduce workload	38.15% 66	30.64% 53	20.81% 36	10.40% 18	173
Great opportunities in my field	38.82% 66	28.82% 49	21.18% 36	11.18% 19	170
Retirement	54.34% 94	13.29% 23	11.56% 20	20.81% 36	173
To pursue a nonacademic job	56.32% 98	16.09% 28	9.77% 17	17.82% 31	174
To improve your prospects for tenure	43.02% 74	13.37% 23	6.98% 12	36.63% 63	172
To improve the employment situation of your spouse/partner	56.47% 96	10.59% 18	6.47% 11	26.47% 45	170
Benefits	69.19% 119	9.88% 17	5.23% 9	15.70% 27	172
To live elsewhere	62.94% 107	19.41% 33	5.29% 9	12.35% 21	170
To address child-related issues	50.29% 86	15.20% 26	4.09% 7	30.41% 52	171
To lower your cost of living	68.42% 117	8.19% 14	3.51% 6	19.88% 34	171

Q40

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

Answered: 177 Skipped: 19

	Not at all	To some extent	To a great extent	Not applicable	Total
Living in the area	16.18% 28	26.01% 45	51.45% 89	6.36% 11	173
Benefits	28.32% 49	35.26% 61	28.90% 50	7.51% 13	173
Supportive work environment	39.43% 69	37.14% 65	20.00% 35	3.43% 6	175
Retirement	41.28% 71	26.74% 46	19.77% 34	12.21% 21	172
Open intellectual environment	37.36% 65	42.53% 74	16.09% 28	4.02% 7	174
Tenure or prospects for tenure	41.14% 72	19.43% 34	14.86% 26	24.57% 43	175
Employment situation of your spouse/partner	46.82% 81	16.76% 29	15.03% 26	21.39% 37	173
Other career benefits	37.43% 64	43.27% 74	14.04% 24	5.26% 9	171
Salary	56.65% 98	31.79% 55	8.09% 14	3.47% 6	173
Time to do research	51.74% 89	30.23% 52	8.14% 14	9.88% 17	172
Child-related issues	52.05% 89	13.45% 23	5.85% 10	28.65% 49	171
Lack of opportunities in my field	62.79% 108	18.60% 32	5.81% 10	12.79% 22	172
Workload	70.52%	20.23%	4.62%	4.62%	

	122	35	8	8	173
Cost of living	63.01% 109	20.23% 35	4.62% 8	12.14% 21	173
Stress level	69.77% 120	22.09% 38	3.49% 6	4.65% 8	172

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: 178 Skipped: 18

	Not at all	Somewhat	Extensive	Not applicable	Total
Time to spend with family	19.32% 34	43.75% 77	30.11% 53	6.82% 12	176
Being part of a dual-career couple	45.71% 80	24.00% 42	16.00% 28	14.29% 25	175
Managing household responsibilities	25.00% 44	56.25% 99	15.34% 27	3.41% 6	176
Childcare	45.14% 79	16.00% 28	12.57% 22	26.29% 46	175
Care of someone who is ill, disabled, aging, and/or in need of special services	48.30% 85	18.18% 32	7.39% 13	26.14% 46	176
Your health	55.93% 99	27.12% 48	6.78% 12	10.17% 18	177
Cost of living	63.79% 111	24.14% 42	6.90% 12	5.17% 9	174
Commuting to and from work	68.93% 122	19.21% 34	6.21% 11	5.65% 10	177

Q42

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

Answered: 167 Skipped: 29

Answer Choices	Average Number	Total Number	Responses
0-5 yrs	0	50	108
6-17 yrs	1	81	117
18-23 yrs	0	41	103
23+ yrs	1	84	112

Total Respondents: 167

Q43

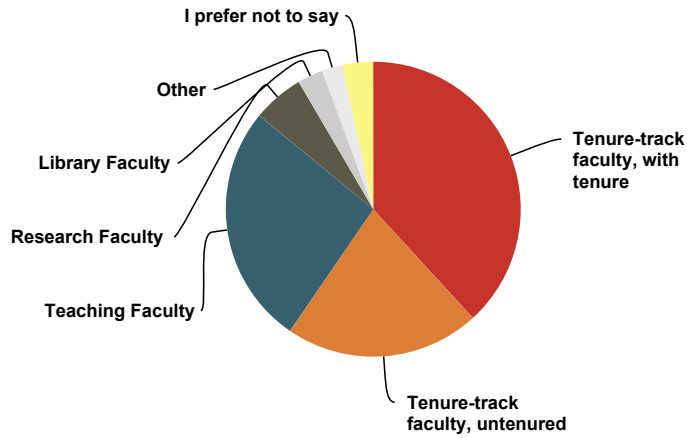
Do you have any additional comments about hiring and retention? (optional)

Answered: 28 Skipped: 168

Q44

What is your current position?

Answered: 178 Skipped: 18



Answer Choices	Responses	
Tenure-track faculty, with tenure	38.20%	68
Tenure-track faculty, untenured	21.35%	38
Teaching Faculty	26.40%	47
Research Faculty	5.62%	10
Library Faculty	2.81%	5
Other	2.25%	4
I prefer not to say	3.37%	6
Total		178

Q45

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

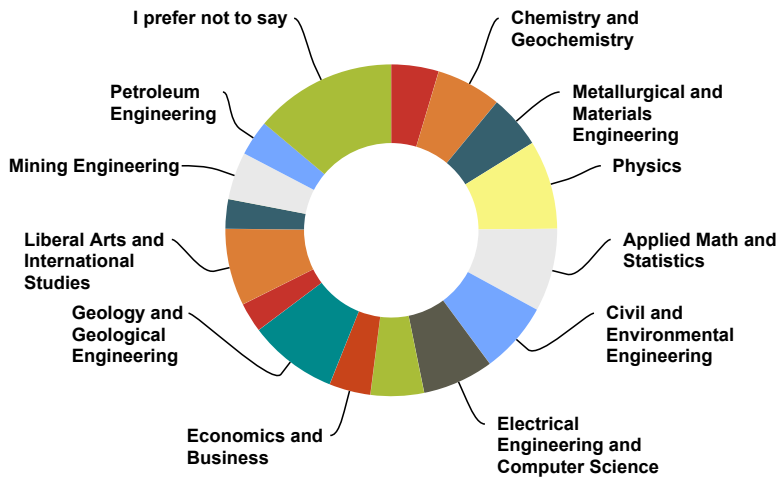
Answered: 179 Skipped: 17

Answer Choices	Responses	
1-3 years	26.82%	48
4-9 years	26.26%	47
10+ years	35.20%	63
I prefer not to say	11.73%	21
Total		179

Q46

In which department/unit is your primary appointment?

Answered: 173 Skipped: 23



Answer Choices	Responses
Chemical and Biological Engineering	4.62% 8
Chemistry and Geochemistry	6.36% 11
Metallurgical and Materials Engineering	5.20% 9
Physics	8.67% 15
Applied Math and Statistics	8.09% 14
Civil and Environmental Engineering	6.94% 12
Electrical Engineering and Computer Science	6.94% 12
Mechanical Engineering	5.20% 9
Economics and Business	4.05% 7
Geology and Geological Engineering	8.67% 15
Geophysics	2.89% 5
Liberal Arts and International Studies	7.51% 13
Library	2.89% 5
Military Science/ROTC	0.00% 0
Mining Engineering	4.62% 8
Petroleum Engineering	3.47% 6
Physical Education and Athletics	0.00% 0
I prefer not to say	13.87% 24
Total	173

Q47

Gender

Answered: 175 Skipped: 21

Answer Choices	Responses
Male	61.71% 108
Female	23.43% 41
I prefer not to say	14.86% 26
Total	175

Q48

Race/ethnicity

Answered: 176 Skipped: 20

Answer Choices	Responses	
Black	0.00%	0
American Indian/Alaska Native	0.57%	1
Asian/Pacific Islander	2.84%	5
Hispanic	3.41%	6
White	73.86%	130
I prefer not to say	19.32%	34
Total		176

Q49

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

Answered: 26 Skipped: 170

Q50

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

Answered: 41 Skipped: 155