

# CSM Faculty Climate Survey - Geology and Geological Engineering

These are summary results for Geology and Geological Engineering

All Pages

15 responses

238 days (January 21, 2014 - now)

17 views

Q1

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

Answered: 14 Skipped: 1

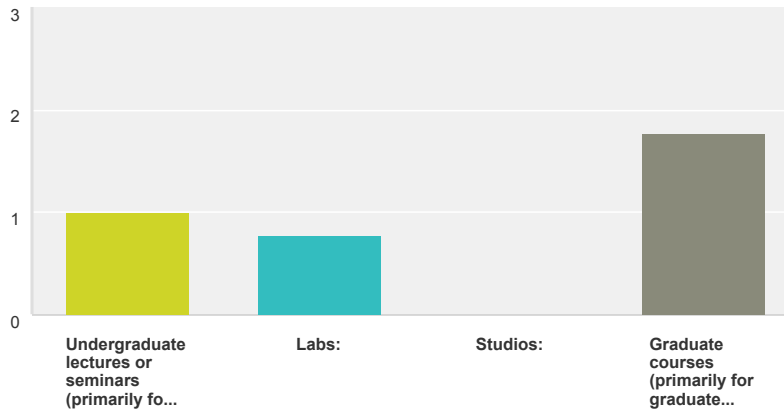
| Answer Choices                                     | Average Number | Total Number | Responses |
|--|----------------|--------------|-----------|
| <b>Total number of sections/courses taught:</b>    | 3              | 38           | 14        |
| <b>Total distinct preps (# sections):</b>          | 3              | 36           | 13        |
| <b>Total credit hours delivered:</b>               | 8              | 112          | 14        |
| <b>Total credit hours bought-out for research:</b> | 0              | 3            | 13        |
| <b>Total students in all sections:</b>             | 68             | 958          | 14        |

Total Respondents: 14

Q2

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

Answered: 13 Skipped: 2



| Answer Choices  | Average Number | Total Number | Responses |
|---|----------------|--------------|-----------|
| <b>Undergraduate lectures or seminars (primarily for undergraduates):</b> | 1              | 12           | 12        |
| <b>Labs:</b>  | 1              | 7            | 9         |
| <b>Studios:</b>   | 0              | 0            | 9         |
| <b>Graduate courses (primarily for graduate students):</b>                | 2              | 23           | 13        |

Total Respondents: 13

Q3

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

Answered: 13 Skipped: 2

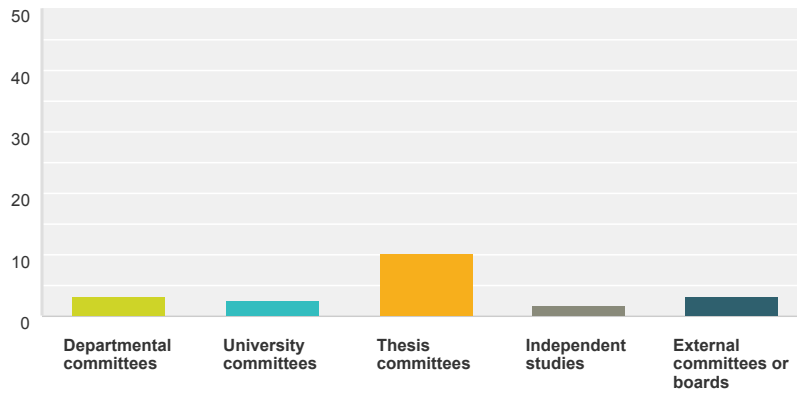
| Answer Choices   | Responses |   |
|--|-----------|---|
| Yes, research related (e.g. charge-outs)   | 23.08%    | 3 |
| Yes, service or administration related (e.g. program director, dept head., etc.) | 15.38%    | 2 |
| Yes, for other reasons   | 23.08%    | 3 |
| No   | 53.85%    | 7 |

Total Respondents: 13

Q4

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

Answered: 15 Skipped: 0



| Answer Choices                | Average Number | Total Number | Responses |
|-------------------------------|----------------|--------------|-----------|
| Departmental committees       | 3              | 38           | 12        |
| University committees         | 3              | 31           | 12        |
| Thesis committees             | 10             | 154          | 15        |
| Independent studies           | 2              | 22           | 12        |
| External committees or boards | 3              | 45           | 14        |

Total Respondents: 15

Q5

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

Answered: 15 Skipped: 0

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

|  |              |             |             |    |
|--|--------------|-------------|-------------|----|
| Chair of a departmental or university committee          | 30.77%<br>4  | 53.85%<br>7 | 23.08%<br>3 | 13 |
| Director of center, program, or institute                | 64.29%<br>9  | 21.43%<br>3 | 14.29%<br>2 | 14 |
| Course coordinator                                       | 71.43%<br>10 | 21.43%<br>3 | 7.14%<br>1  | 14 |
| Director or Head of department/division                  | 76.92%<br>10 | 15.38%<br>2 | 7.69%<br>1  | 13 |
| Other administrative capacity (e.g. assistant dept head) | 85.71%<br>12 | 7.14%<br>1  | 7.14%<br>1  | 14 |

Q6

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

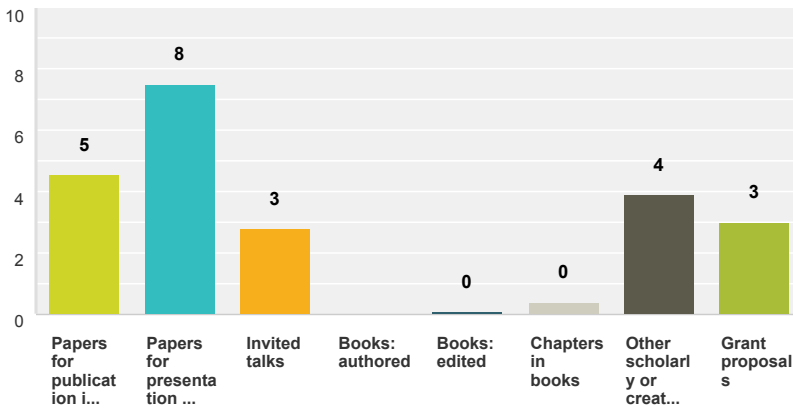
Answered: 12 Skipped: 3

|  | Teaching relief | Extra compensation | No            | Total Respondents |
|--|-----------------|--------------------|---------------|-------------------|
| Director or Head of department/division                  | 25.00%<br>2     | 25.00%<br>2        | 62.50%<br>5   | 8                 |
| Director of center, program, or institute                | 0.00%<br>0      | 11.11%<br>1        | 88.89%<br>8   | 9                 |
| Chair of a committee                                     | 0.00%<br>0      | 0.00%<br>0         | 100.00%<br>10 | 10                |
| Course coordinator                                       | 0.00%<br>0      | 0.00%<br>0         | 100.00%<br>8  | 8                 |
| Other administrative capacity (e.g. assistant dept head) | 0.00%<br>0      | 0.00%<br>0         | 100.00%<br>9  | 9                 |

Q7

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

Answered: 15 Skipped: 0



| Answer Choices                                   | Average Number | Total Number | Responses |
|--|----------------|--------------|-----------|
| Papers for publication in peer-reviewed journals | 5              | 68           | 15        |
| Papers for presentation at conferences           | 8              | 105          | 14        |
| Invited talks                                    | 3              | 39           | 14        |
| Books: authored                                  | 0              | 0            | 11        |
| Books: edited                                    | 0              | 1            | 11        |
| Chapters in books                                | 0              | 5            | 12        |
| Other scholarly or creative works                | 4              | 43           | 11        |
| Grant proposals                                  | 3              | 39           | 13        |

Total Respondents: 15

Q8

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

Answered: 14 Skipped: 1

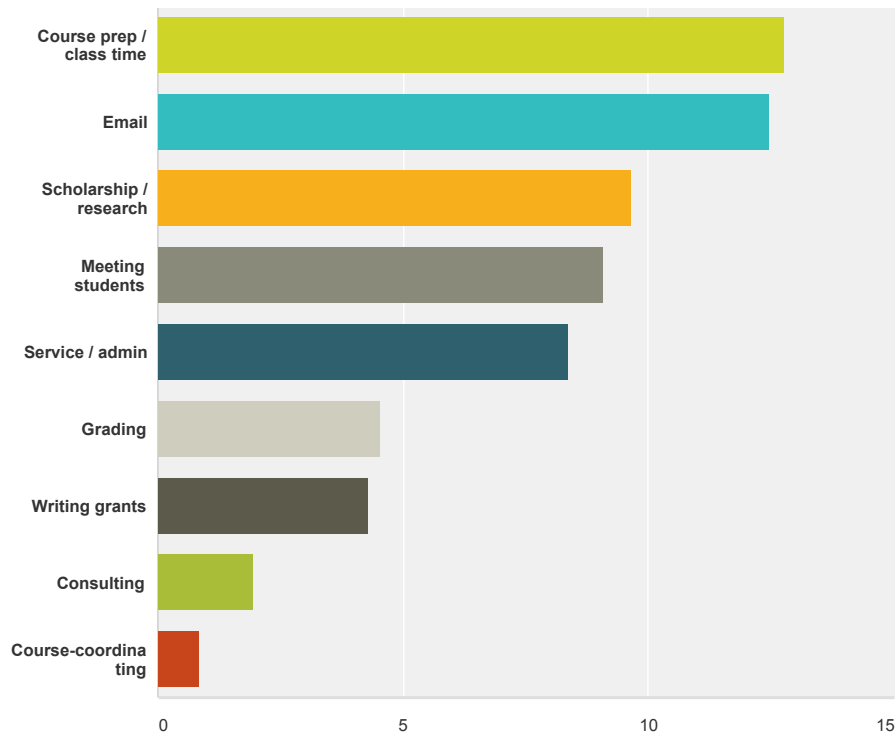
| Answer Choices         | Average Number | Total Number | Responses |
|------------------------|----------------|--------------|-----------|
| # MS students/advises  | 6              | 84           | 14        |
| # PhD students/advises | 2              | 31           | 14        |

Total Respondents: 14

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: 15 Skipped: 0



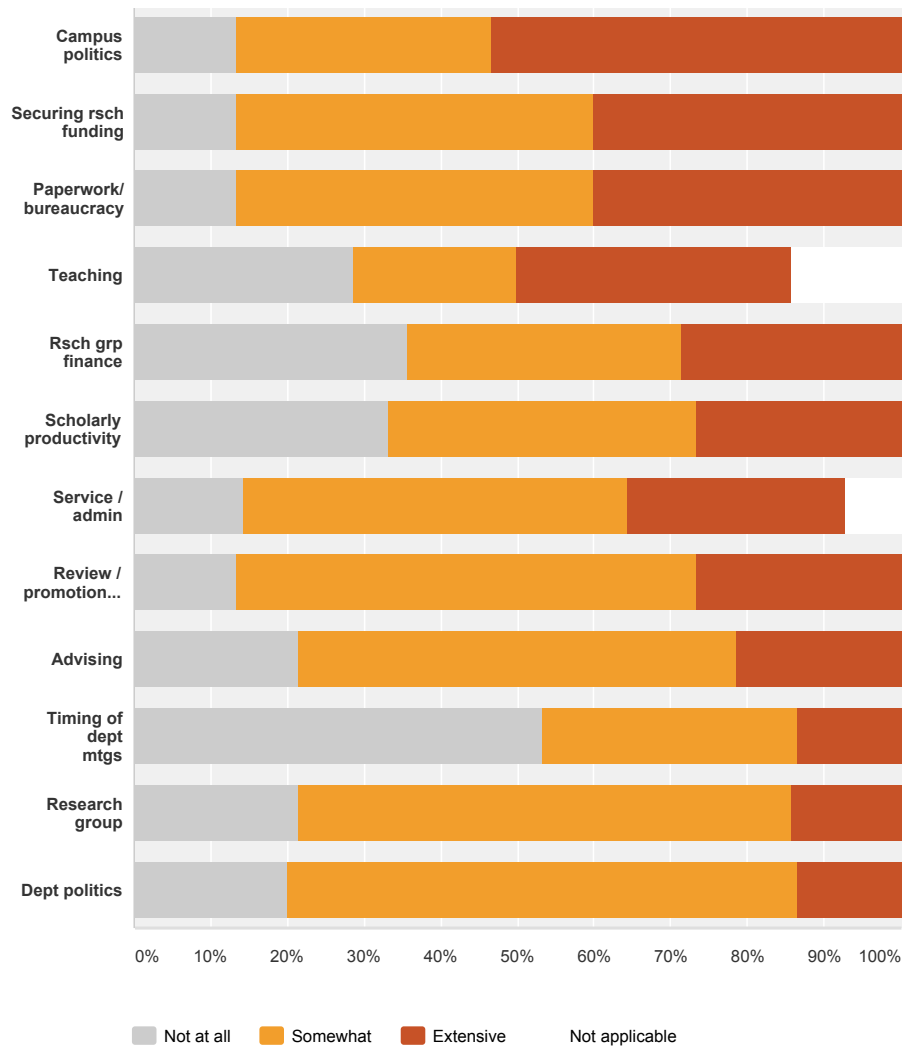
| Answer Choices           | Average Number | Total Number | Responses |
|--------------------------|----------------|--------------|-----------|
| Course prep / class time | 13             | 166          | 13        |
| Email                    | 12             | 187          | 15        |
| Scholarship / research   | 10             | 135          | 14        |
| Meeting students         | 9              | 127          | 14        |
| Service / admin          | 8              | 117          | 14        |
| Grading                  | 5              | 59           | 13        |
| Writing grants           | 4              | 60           | 14        |
| Consulting               | 2              | 29           | 15        |
| Course-coordinating      | 1              | 11           | 13        |

Total Respondents: 15

## 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: 15 Skipped: 0

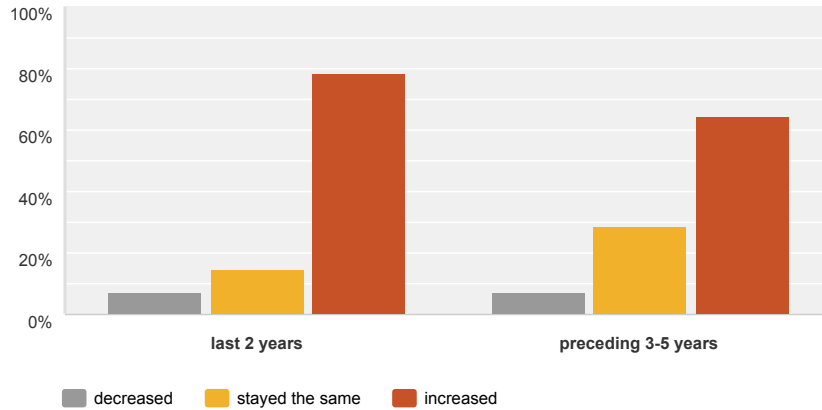


|                            | Not at all  | Somewhat     | Extensive   | Not applicable | Total |
|----------------------------|-------------|--------------|-------------|----------------|-------|
| Campus politics            | 13.33%<br>2 | 33.33%<br>5  | 53.33%<br>8 | 0.00%<br>0     | 15    |
| Securing rsch funding      | 13.33%<br>2 | 46.67%<br>7  | 40.00%<br>6 | 0.00%<br>0     | 15    |
| Paperwork/ bureaucracy     | 13.33%<br>2 | 46.67%<br>7  | 40.00%<br>6 | 0.00%<br>0     | 15    |
| Teaching                   | 28.57%<br>4 | 21.43%<br>3  | 35.71%<br>5 | 14.29%<br>2    | 14    |
| Rsch grp finance           | 35.71%<br>5 | 35.71%<br>5  | 28.57%<br>4 | 0.00%<br>0     | 14    |
| Scholarly productivity     | 33.33%<br>5 | 40.00%<br>6  | 26.67%<br>4 | 0.00%<br>0     | 15    |
| Service / admin            | 14.29%<br>2 | 50.00%<br>7  | 28.57%<br>4 | 7.14%<br>1     | 14    |
| Review / promotion process | 13.33%<br>2 | 60.00%<br>9  | 26.67%<br>4 | 0.00%<br>0     | 15    |
| Advising                   | 21.43%<br>3 | 57.14%<br>8  | 21.43%<br>3 | 0.00%<br>0     | 14    |
| Timing of dept mtgs        | 53.33%<br>8 | 33.33%<br>5  | 13.33%<br>2 | 0.00%<br>0     | 15    |
| Research group             | 21.43%<br>3 | 64.29%<br>9  | 14.29%<br>2 | 0.00%<br>0     | 14    |
| Dept politics              | 20.00%<br>3 | 66.67%<br>10 | 13.33%<br>2 | 0.00%<br>0     | 15    |

Q11

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

Answered: 15 Skipped: 0

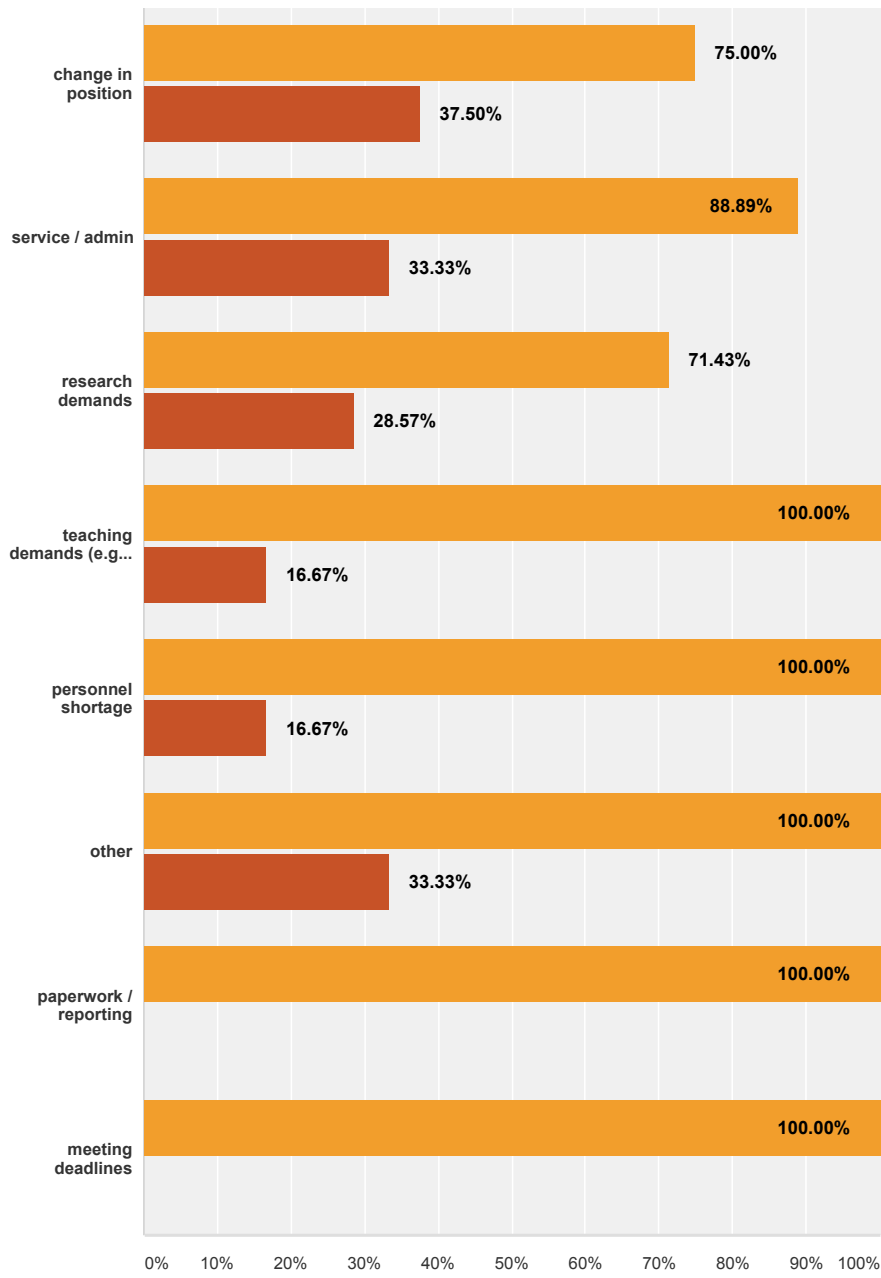


|                     | decreased  | stayed the same | increased    | Total |
|---------------------|------------|-----------------|--------------|-------|
| last 2 years        | 7.14%<br>1 | 14.29%<br>2     | 78.57%<br>11 | 14    |
| preceding 3-5 years | 7.14%<br>1 | 28.57%<br>4     | 64.29%<br>9  | 14    |

Q12

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

Answered: 13 Skipped: 2



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

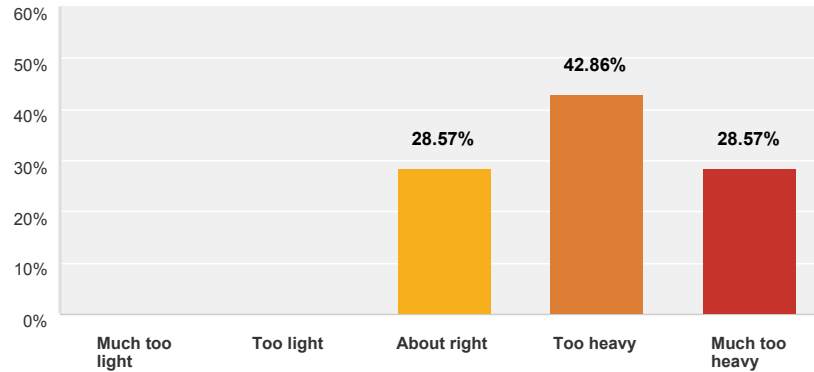
|   | contributed to increase (check all that apply) | single most significant factor (check one) | Total Respondents |
|---|--|--|-------------------|
| change in position                                | 75.00%<br>6                                    | 37.50%<br>3                                | 8                 |
| service / admin                                   | 88.89%<br>8                                    | 33.33%<br>3                                | 9                 |
| research demands                                  | 71.43%<br>5                                    | 28.57%<br>2                                | 7                 |
| teaching demands (e.g. increased student numbers) | 100.00%<br>6                                   | 16.67%<br>1                                | 6                 |
| personnel shortage                                | 100.00%<br>6                                   | 16.67%<br>1                                | 6                 |
| other   | 100.00%<br>3                                   | 33.33%<br>1                                | 3                 |
| paperwork / reporting                             | 100.00%<br>10                                  | 0.00%<br>0                                 | 10                |



Q13

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

Answered: 14 Skipped: 1



| Answer Choices | Responses |
|----------------|-----------|
| Much too light | 0.00% 0   |
| Too light      | 0.00% 0   |
| About right    | 28.57% 4  |
| Too heavy      | 42.86% 6  |
| Much too heavy | 28.57% 4  |
| Total          | 14        |

Q14

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

Answered: 7 Skipped: 8

Q15

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

Answered: 15 Skipped: 0

|                    | Very dissatisfied | Somewhat dissatisfied | Neutral     | Somewhat satisfied | Very satisfied | Not applicable | Total |
|--------------------|-------------------|-----------------------|-------------|--------------------|----------------|----------------|-------|
| Length of contract | 21.43%<br>3       | 0.00%<br>0            | 21.43%<br>3 | 7.14%<br>1         | 14.29%<br>2    | 35.71%<br>5    | 14    |
| Start-up funds     | 14.29%<br>2       | 14.29%<br>2           | 7.14%<br>1  | 7.14%<br>1         | 7.14%<br>1     | 50.00%<br>7    | 14    |
| Salary             | 0.00%<br>0        | 60.00%<br>9           | 6.67%<br>1  | 13.33%<br>2        | 13.33%<br>2    | 6.67%<br>1     | 15    |
| Benefits           | 0.00%             | 6.67%                 | 6.67%       | 20.00%             | 60.00%         | 6.67%          |       |

Q16

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

Answered: 15 Skipped: 0

|   | Very dissatisfied | Somewhat dissatisfied | Neutral     | Somewhat satisfied | Very satisfied | Not applicable | Total |
|---|-------------------|-----------------------|-------------|--------------------|----------------|----------------|-------|
| Support for submitting grants   | 40.00%<br>6       | 26.67%<br>4           | 0.00%<br>0  | 20.00%<br>3        | 6.67%<br>1     | 6.67%<br>1     | 15    |
| Staff support   | 26.67%<br>4       | 26.67%<br>4           | 13.33%<br>2 | 13.33%<br>2        | 20.00%<br>3    | 0.00%<br>0     | 15    |
| Lab or research space   | 20.00%<br>3       | 26.67%<br>4           | 13.33%<br>2 | 26.67%<br>4        | 6.67%<br>1     | 6.67%<br>1     | 15    |
| Computer resources  | 13.33%<br>2       | 20.00%<br>3           | 13.33%<br>2 | 26.67%<br>4        | 20.00%<br>3    | 6.67%<br>1     | 15    |
| Instructional/classroom technology  | 13.33%<br>2       | 26.67%<br>4           | 20.00%<br>3 | 20.00%<br>3        | 6.67%<br>1     | 13.33%<br>2    | 15    |
| Number or breadth of faculty within department/unit to deliver curriculum | 13.33%<br>2       | 13.33%<br>2           | 20.00%<br>3 | 40.00%<br>6        | 6.67%<br>1     | 6.67%<br>1     | 15    |
| Classroom space   | 6.67%<br>1        | 33.33%<br>5           | 20.00%<br>3 | 20.00%<br>3        | 6.67%<br>1     | 13.33%<br>2    | 15    |
| Library resources   | 6.67%<br>1        | 0.00%<br>0            | 13.33%<br>2 | 33.33%<br>5        | 46.67%<br>7    | 0.00%<br>0     | 15    |
| Number or breadth of faculty within department/unit to advance research   | 6.67%<br>1        | 33.33%<br>5           | 13.33%<br>2 | 46.67%<br>7        | 0.00%<br>0     | 0.00%<br>0     | 15    |
| Availability of nearby parking  | 0.00%<br>0        | 40.00%<br>6           | 33.33%<br>5 | 6.67%<br>1         | 20.00%<br>3    | 0.00%<br>0     | 15    |
| Office space  | 0.00%<br>0        | 13.33%<br>2           | 13.33%<br>2 | 20.00%<br>3        | 53.33%<br>8    | 0.00%<br>0     | 15    |

Q17

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

Answered: 15 Skipped: 0

|   | Very dissatisfied | Somewhat dissatisfied | Neutral     | Somewhat satisfied | Very satisfied | Not applicable | Total |
|---|-------------------|-----------------------|-------------|--------------------|----------------|----------------|-------|
| Time available for scholarly work                 | 33.33%<br>5       | 33.33%<br>5           | 13.33%<br>2 | 6.67%<br>1         | 6.67%<br>1     | 6.67%<br>1     | 15    |
| Access to teaching assistants                     | 20.00%<br>3       | 40.00%<br>6           | 6.67%<br>1  | 6.67%<br>1         | 6.67%<br>1     | 20.00%<br>3    | 15    |
| Intellectual stimulation of your work environment | 13.33%<br>2       | 13.33%<br>2           | 6.67%<br>1  | 46.67%<br>7        | 20.00%<br>3    | 0.00%<br>0     | 15    |
| Committee and administrative responsibilities     | 13.33%<br>2       | 26.67%<br>4           | 33.33%<br>5 | 20.00%<br>3        | 0.00%<br>0     | 6.67%<br>1     | 15    |
| Teaching responsibilities                         | 0.00%<br>0        | 26.67%<br>4           | 0.00%<br>0  | 13.33%<br>2        | 40.00%<br>6    | 20.00%<br>3    | 15    |
| Advising responsibilities                         | 0.00%<br>0        | 28.57%<br>4           | 21.43%<br>3 | 14.29%<br>2        | 28.57%<br>4    | 7.14%<br>1     | 14    |

|  |            |            |             |             |             |            |    |
|--|------------|------------|-------------|-------------|-------------|------------|----|
| Quality of graduate students             | 0.00%<br>0 | 6.67%<br>1 | 13.33%<br>2 | 33.33%<br>5 | 40.00%<br>6 | 6.67%<br>1 | 15 |
| Access to students for research projects | 0.00%<br>0 | 6.67%<br>1 | 33.33%<br>5 | 26.67%<br>4 | 26.67%<br>4 | 6.67%<br>1 | 15 |

Q18

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

Answered: 15 Skipped: 0

|   | Very important | Somewhat important | Neutral     | Somewhat unimportant | Not very important | Not applicable | Total |
|---|----------------|--------------------|-------------|----------------------|--------------------|----------------|-------|
| Conducting research/scholarship                 | 80.00%<br>12   | 13.33%<br>2        | 0.00%<br>0  | 0.00%<br>0           | 6.67%<br>1         | 0.00%<br>0     | 15    |
| Teaching graduate students                      | 73.33%<br>11   | 6.67%<br>1         | 6.67%<br>1  | 0.00%<br>0           | 6.67%<br>1         | 6.67%<br>1     | 15    |
| Faculty input in decision-making                | 73.33%<br>11   | 26.67%<br>4        | 0.00%<br>0  | 0.00%<br>0           | 0.00%<br>0         | 0.00%<br>0     | 15    |
| Academic freedom                                | 66.67%<br>10   | 33.33%<br>5        | 0.00%<br>0  | 0.00%<br>0           | 0.00%<br>0         | 0.00%<br>0     | 15    |
| Teaching undergraduate students                 | 60.00%<br>9    | 13.33%<br>2        | 13.33%<br>2 | 6.67%<br>1           | 0.00%<br>0         | 6.67%<br>1     | 15    |
| Open environment for discussing differing ideas | 46.67%<br>7    | 46.67%<br>7        | 6.67%<br>1  | 0.00%<br>0           | 0.00%<br>0         | 0.00%<br>0     | 15    |
| Intellectual activities with colleagues         | 40.00%<br>6    | 60.00%<br>9        | 0.00%<br>0  | 0.00%<br>0           | 0.00%<br>0         | 0.00%<br>0     | 15    |
| Diversity on campus                             | 33.33%<br>5    | 40.00%<br>6        | 26.67%<br>4 | 0.00%<br>0           | 0.00%<br>0         | 0.00%<br>0     | 15    |
| Engage in service/committee work                | 6.67%<br>1     | 46.67%<br>7        | 26.67%<br>4 | 0.00%<br>0           | 20.00%<br>3        | 0.00%<br>0     | 15    |
| Social activities with colleagues               | 6.67%<br>1     | 60.00%<br>9        | 26.67%<br>4 | 0.00%<br>0           | 6.67%<br>1         | 0.00%<br>0     | 15    |
| Engage in student life/ activities              | 0.00%<br>0     | 33.33%<br>5        | 40.00%<br>6 | 6.67%<br>1           | 20.00%<br>3        | 0.00%<br>0     | 15    |

Q19

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

Answered: 4 Skipped: 11

Q20

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

Answered: 15 Skipped: 0

|   | Strongly disagree | Somewhat disagree | Neutral     | Somewhat agree | Strongly agree | Not applicable | Total |
|---|-------------------|-------------------|-------------|----------------|----------------|----------------|-------|
| The creation of colleges has made my professional life better | 26.67%<br>4       | 33.33%<br>5       | 40.00%<br>6 | 0.00%<br>0     | 0.00%<br>0     | 0.00%<br>0     | 15    |
| I feel comfortable  | 20.00%            | 26.67%            | 13.33%      | 20.00%         | 20.00%         | 0.00%          |       |

|  |             |             |             |             |             |             |    |
|--|-------------|-------------|-------------|-------------|-------------|-------------|----|
| expressing my views openly   | 3           | 4           | 2           | 3           | 3           | 0           | 15 |
| The quality of my scholarship is positively affected by my interactions with CSM colleagues  | 13.33%<br>2 | 20.00%<br>3 | 13.33%<br>2 | 20.00%<br>3 | 26.67%<br>4 | 6.67%<br>1  | 15 |
| My colleagues value my research/scholarship  | 6.67%<br>1  | 20.00%<br>3 | 0.00%<br>0  | 33.33%<br>5 | 33.33%<br>5 | 6.67%<br>1  | 15 |
| I am able to make decisions about my areas of responsibility   | 6.67%<br>1  | 20.00%<br>3 | 13.33%<br>2 | 33.33%<br>5 | 20.00%<br>3 | 6.67%<br>1  | 15 |
| I have to work harder than some of my colleagues to be perceived as a legitimate scholar   | 6.67%<br>1  | 20.00%<br>3 | 40.00%<br>6 | 20.00%<br>3 | 13.33%<br>2 | 0.00%<br>0  | 15 |
| My colleagues value my contributions to teaching and advising  | 0.00%<br>0  | 26.67%<br>4 | 6.67%<br>1  | 20.00%<br>3 | 40.00%<br>6 | 6.67%<br>1  | 15 |
| My colleagues value my service and administrative contributions  | 0.00%<br>0  | 13.33%<br>2 | 20.00%<br>3 | 33.33%<br>5 | 20.00%<br>3 | 13.33%<br>2 | 15 |
| I feel I am given the opportunity to serve on important committees   | 0.00%<br>0  | 0.00%<br>0  | 33.33%<br>5 | 13.33%<br>2 | 33.33%<br>5 | 20.00%<br>3 | 15 |
| My department/unit is a good fit for me  | 0.00%<br>0  | 6.67%<br>1  | 13.33%<br>2 | 33.33%<br>5 | 46.67%<br>7 | 0.00%<br>0  | 15 |
| My department/unit is a place where individual faculty may comfortably raise personal and/or family responsibilities when scheduling department/unit obligations | 0.00%<br>0  | 13.33%<br>2 | 6.67%<br>1  | 33.33%<br>5 | 40.00%<br>6 | 6.67%<br>1  | 15 |
| If I had to decide all over again to be a faculty member at CSM, I would again chose to be here  | 0.00%<br>0  | 20.00%<br>3 | 6.67%<br>1  | 33.33%<br>5 | 40.00%<br>6 | 0.00%<br>0  | 15 |

Q21

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

Answered: 15 Skipped: 0

|  | Strongly disagree | Somewhat disagree | Neither agree nor disagree | Somewhat agree | Strongly agree | Not applicable | Total |
|--|-------------------|-------------------|----------------------------|----------------|----------------|----------------|-------|
| Department/unit helps me obtain or manage the resources I need | 20.00%<br>3       | 13.33%<br>2       | 13.33%<br>2                | 26.67%<br>4    | 20.00%<br>3    | 6.67%<br>1     | 15    |
| Department/unit creates a collegial and supportive environment | 13.33%<br>2       | 13.33%<br>2       | 6.67%<br>1                 | 46.67%<br>7    | 20.00%<br>3    | 0.00%<br>0     | 15    |
| Interdisciplinary research is valued and supported             | 6.67%<br>1        | 6.67%<br>1        | 6.67%<br>1                 | 46.67%<br>7    | 33.33%<br>5    | 0.00%<br>0     | 15    |
| Decision-making is collaborative and transparent               | 6.67%<br>1        | 13.33%<br>2       | 13.33%<br>2                | 40.00%<br>6    | 20.00%<br>3    | 6.67%<br>1     | 15    |

|   |            |             |             |             |             |            |    |
|---|------------|-------------|-------------|-------------|-------------|------------|----|
| Decision-making reflects sound priorities and relevant data | 6.67%<br>1 | 13.33%<br>2 | 20.00%<br>3 | 26.67%<br>4 | 26.67%<br>4 | 6.67%<br>1 | 15 |
| Decision-making is fair                                     | 0.00%<br>0 | 13.33%<br>2 | 20.00%<br>3 | 33.33%<br>5 | 26.67%<br>4 | 6.67%<br>1 | 15 |
| Decision-making is efficient                                | 0.00%<br>0 | 26.67%<br>4 | 26.67%<br>4 | 26.67%<br>4 | 13.33%<br>2 | 6.67%<br>1 | 15 |
| I have a voice in decision-making                           | 0.00%<br>0 | 0.00%<br>0  | 33.33%<br>5 | 33.33%<br>5 | 33.33%<br>5 | 0.00%<br>0 | 15 |
| I feel comfortable, included, and valued                    | 0.00%<br>0 | 20.00%<br>3 | 20.00%<br>3 | 33.33%<br>5 | 26.67%<br>4 | 0.00%<br>0 | 15 |
| Diversity of opinion is respected and valued                | 0.00%<br>0 | 6.67%<br>1  | 26.67%<br>4 | 33.33%<br>5 | 33.33%<br>5 | 0.00%<br>0 | 15 |

Q22

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

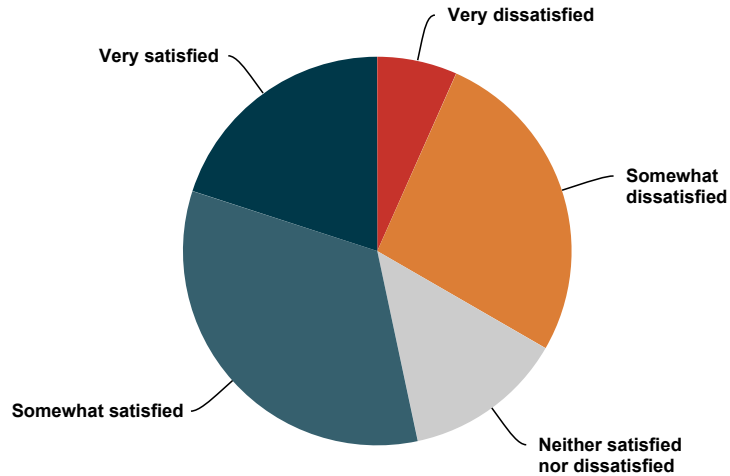
Answered: 15 Skipped: 0

|   | Strongly disagree | Somewhat disagree | Neutral     | Somewhat agree | Strongly agree | Not applicable | Total |
|---|-------------------|-------------------|-------------|----------------|----------------|----------------|-------|
| CSM helps me obtain or manage the resources I need          | 46.67%<br>7       | 26.67%<br>4       | 6.67%<br>1  | 13.33%<br>2    | 6.67%<br>1     | 0.00%<br>0     | 15    |
| Decision-making is collaborative and transparent            | 46.67%<br>7       | 40.00%<br>6       | 6.67%<br>1  | 0.00%<br>0     | 6.67%<br>1     | 0.00%<br>0     | 15    |
| Decision-making is fair                                     | 40.00%<br>6       | 33.33%<br>5       | 13.33%<br>2 | 6.67%<br>1     | 6.67%<br>1     | 0.00%<br>0     | 15    |
| Decision-making is efficient                                | 40.00%<br>6       | 33.33%<br>5       | 6.67%<br>1  | 13.33%<br>2    | 6.67%<br>1     | 0.00%<br>0     | 15    |
| Decision-making reflects sound priorities and relevant data | 40.00%<br>6       | 26.67%<br>4       | 20.00%<br>3 | 6.67%<br>1     | 6.67%<br>1     | 0.00%<br>0     | 15    |
| I feel comfortable, included, and valued                    | 33.33%<br>5       | 13.33%<br>2       | 26.67%<br>4 | 20.00%<br>3    | 6.67%<br>1     | 0.00%<br>0     | 15    |
| CSM creates a collegial and supportive environment          | 20.00%<br>3       | 26.67%<br>4       | 13.33%<br>2 | 33.33%<br>5    | 6.67%<br>1     | 0.00%<br>0     | 15    |
| I have a voice in decision-making                           | 20.00%<br>3       | 53.33%<br>8       | 20.00%<br>3 | 0.00%<br>0     | 6.67%<br>1     | 0.00%<br>0     | 15    |
| Diversity of opinion is respected and valued                | 20.00%<br>3       | 26.67%<br>4       | 33.33%<br>5 | 13.33%<br>2    | 6.67%<br>1     | 0.00%<br>0     | 15    |
| Interdisciplinary research is valued and supported          | 6.67%<br>1        | 6.67%<br>1        | 20.00%<br>3 | 33.33%<br>5    | 26.67%<br>4    | 6.67%<br>1     | 15    |

Q23

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

Answered: 15 Skipped: 0

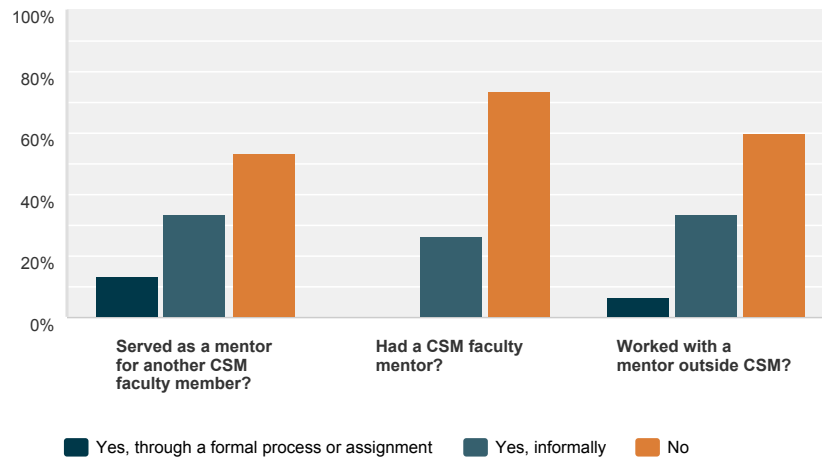


| Answer Choices                     | Responses | Count |
|------------------------------------|-----------|-------|
| Very dissatisfied                  | 6.67%     | 1     |
| Somewhat dissatisfied              | 26.67%    | 4     |
| Neither satisfied nor dissatisfied | 13.33%    | 2     |
| Somewhat satisfied                 | 33.33%    | 5     |
| Very satisfied                     | 20.00%    | 3     |
| Total                              |           | 15    |

Q24

## While at CSM, have you:

Answered: 15 Skipped: 0



|  | Yes, through a formal process or assignment | Yes, informally | No           | Total |
|--|---|-----------------|--------------|-------|
| Served as a mentor for another CSM faculty member? | 13.33%<br>2                                 | 33.33%<br>5     | 53.33%<br>8  | 15    |
| Had a CSM faculty mentor?                          | 0.00%<br>0                                  | 26.67%<br>4     | 73.33%<br>11 | 15    |

Worked with a mentor outside CSM?

6.67%  
1

33.33%  
5

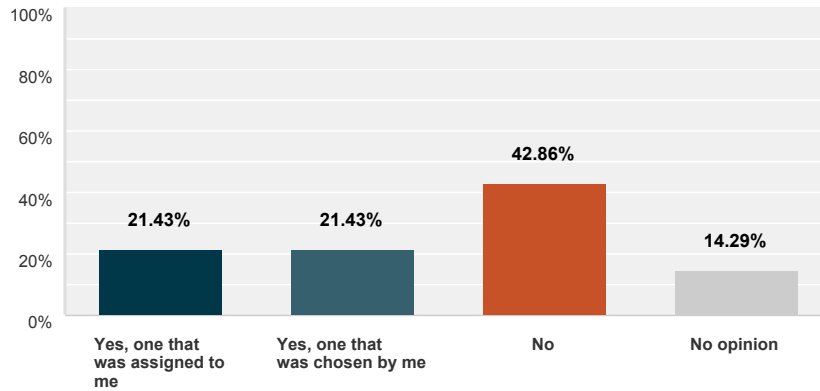
60.00%  
9

15

Q25

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

Answered: 14 Skipped: 1

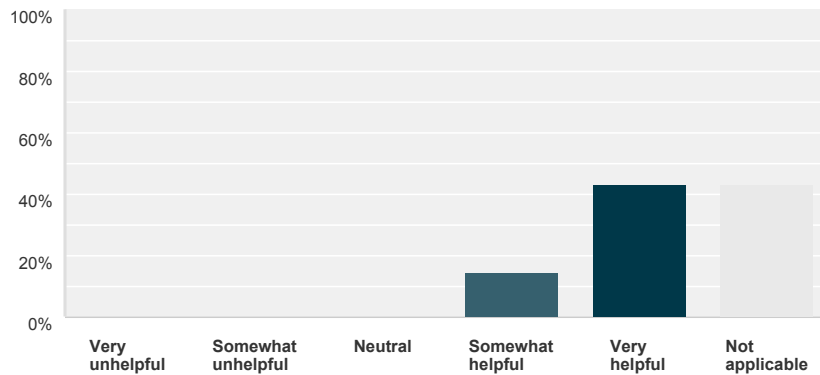


| Answer Choices                   | Responses |    |
|----------------------------------|-----------|----|
| Yes, one that was assigned to me | 21.43%    | 3  |
| Yes, one that was chosen by me   | 21.43%    | 3  |
| No                               | 42.86%    | 6  |
| No opinion                       | 14.29%    | 2  |
| Total                            |           | 14 |

Q26

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

Answered: 14 Skipped: 1



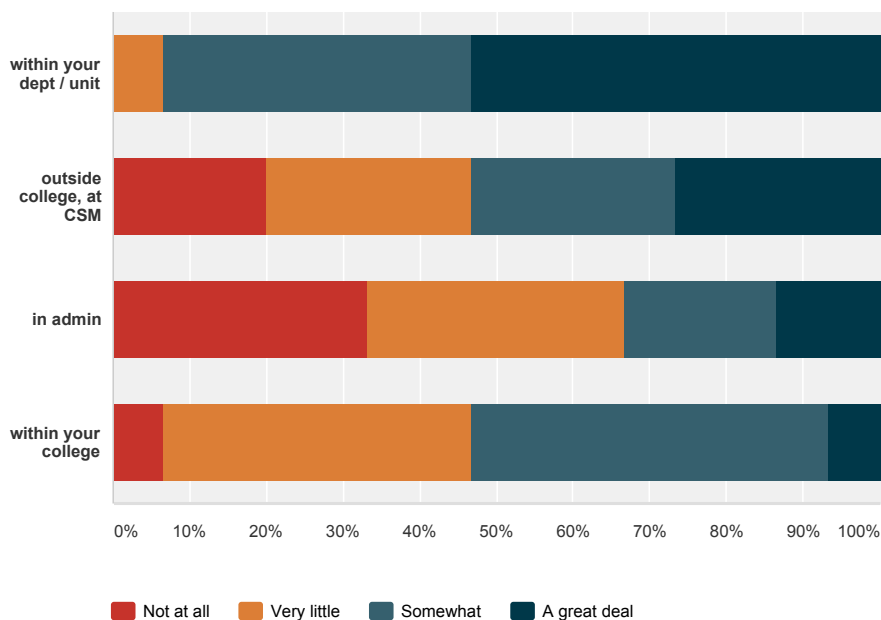
| Answer Choices     | Responses |   |
|--------------------|-----------|---|
| Very unhelpful     | 0.00%     | 0 |
| Somewhat unhelpful | 0.00%     | 0 |
| Neutral            | 0.00%     | 0 |

|                  |        |    |
|------------------|--------|----|
| Somewhat helpful | 14.29% | 2  |
| Very helpful     | 42.86% | 6  |
| Not applicable   | 42.86% | 6  |
| Total            |        | 14 |

Q27

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

Answered: 15 Skipped: 0



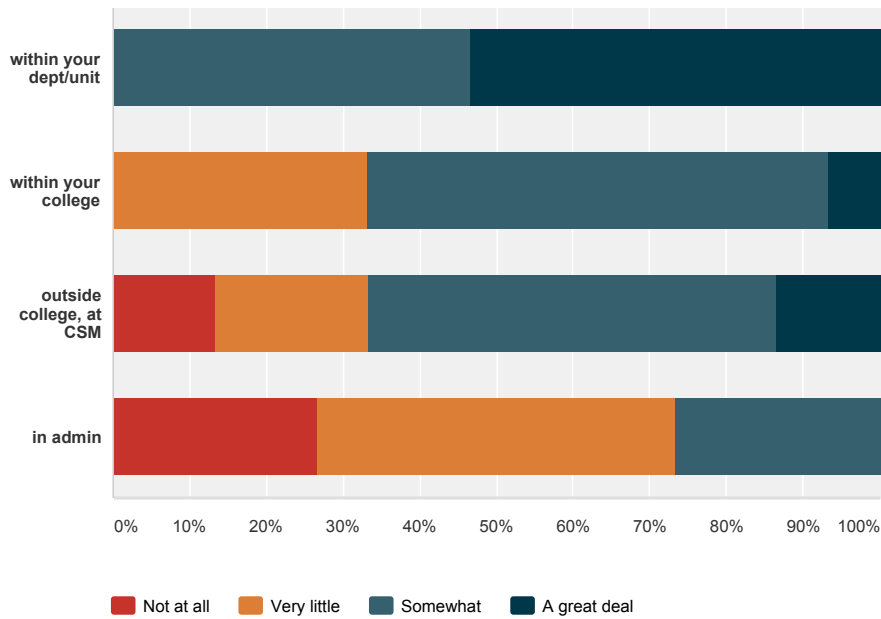
|                         | Not at all  | Very little | Somewhat    | A great deal | Total |
|-------------------------|-------------|-------------|-------------|--------------|-------|
| within your dept / unit | 0.00%<br>0  | 6.67%<br>1  | 40.00%<br>6 | 53.33%<br>8  | 15    |
| outside college, at CSM | 20.00%<br>3 | 26.67%<br>4 | 26.67%<br>4 | 26.67%<br>4  | 15    |
| in admin                | 33.33%<br>5 | 33.33%<br>5 | 20.00%<br>3 | 13.33%<br>2  | 15    |
| within your college     | 6.67%<br>1  | 40.00%<br>6 | 46.67%<br>7 | 6.67%<br>1   | 15    |

Q28

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

Answered: 15 Skipped: 0



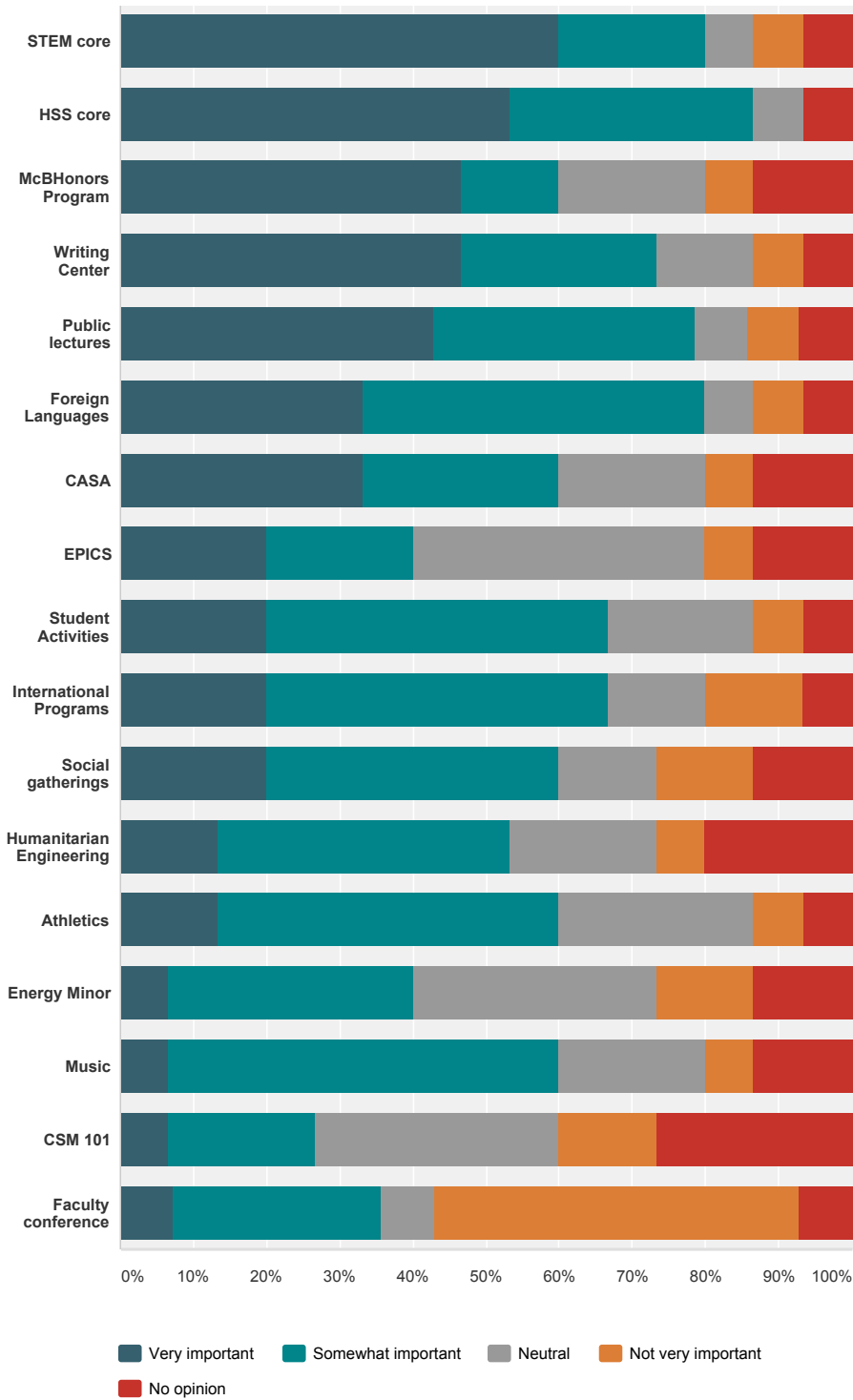


|                         | Not at all  | Very little | Somewhat    | A great deal | Total |
|-------------------------|-------------|-------------|-------------|--------------|-------|
| within your dept/unit   | 0.00%<br>0  | 0.00%<br>0  | 46.67%<br>7 | 53.33%<br>8  | 15    |
| within your college     | 0.00%<br>0  | 33.33%<br>5 | 60.00%<br>9 | 6.67%<br>1   | 15    |
| outside college, at CSM | 13.33%<br>2 | 20.00%<br>3 | 53.33%<br>8 | 13.33%<br>2  | 15    |
| in admin                | 26.67%<br>4 | 46.67%<br>7 | 26.67%<br>4 | 0.00%<br>0   | 15    |

Q29

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

Answered: 15 Skipped: 0



|                   | Very important | Somewhat important | Neutral     | Not very important | No opinion  | Total |
|-------------------|----------------|--------------------|-------------|--------------------|-------------|-------|
| STEM core         | 60.00%<br>9    | 20.00%<br>3        | 6.67%<br>1  | 6.67%<br>1         | 6.67%<br>1  | 15    |
| HSS core          | 53.33%<br>8    | 33.33%<br>5        | 6.67%<br>1  | 0.00%<br>0         | 6.67%<br>1  | 15    |
| McBHonors Program | 46.67%<br>7    | 13.33%<br>2        | 20.00%<br>3 | 6.67%<br>1         | 13.33%<br>2 | 15    |
| Writing Center    | 46.67%<br>7    | 26.67%<br>4        | 13.33%<br>2 | 6.67%<br>1         | 6.67%<br>1  | 15    |
| Public lectures   | 42.86%<br>6    | 35.71%<br>5        | 7.14%<br>1  | 7.14%<br>1         | 7.14%<br>1  | 14    |
| Foreign Languages | 33.33%<br>5    | 46.67%<br>7        | 6.67%<br>1  | 6.67%<br>1         | 6.67%<br>1  | 15    |
| CASA              | 33.33%         | 26.67%             | 20.00%      | 6.67%              | 13.33%      |       |

|                          | 5           | 4           | 3           | 1           | 2           | 15 |
|--------------------------|-------------|-------------|-------------|-------------|-------------|----|
| EPICS                    | 20.00%<br>3 | 20.00%<br>3 | 40.00%<br>6 | 6.67%<br>1  | 13.33%<br>2 | 15 |
| Student Activities       | 20.00%<br>3 | 46.67%<br>7 | 20.00%<br>3 | 6.67%<br>1  | 6.67%<br>1  | 15 |
| International Programs   | 20.00%<br>3 | 46.67%<br>7 | 13.33%<br>2 | 13.33%<br>2 | 6.67%<br>1  | 15 |
| Social gatherings        | 20.00%<br>3 | 40.00%<br>6 | 13.33%<br>2 | 13.33%<br>2 | 13.33%<br>2 | 15 |
| Humanitarian Engineering | 13.33%<br>2 | 40.00%<br>6 | 20.00%<br>3 | 6.67%<br>1  | 20.00%<br>3 | 15 |
| Athletics                | 13.33%<br>2 | 46.67%<br>7 | 26.67%<br>4 | 6.67%<br>1  | 6.67%<br>1  | 15 |
| Energy Minor             | 6.67%<br>1  | 33.33%<br>5 | 33.33%<br>5 | 13.33%<br>2 | 13.33%<br>2 | 15 |
| Music                    | 6.67%<br>1  | 53.33%<br>8 | 20.00%<br>3 | 6.67%<br>1  | 13.33%<br>2 | 15 |
| CSM 101                  | 6.67%<br>1  | 20.00%<br>3 | 33.33%<br>5 | 13.33%<br>2 | 26.67%<br>4 | 15 |
| Faculty conference       | 7.14%<br>1  | 28.57%<br>4 | 7.14%<br>1  | 50.00%<br>7 | 7.14%<br>1  | 14 |

Q30

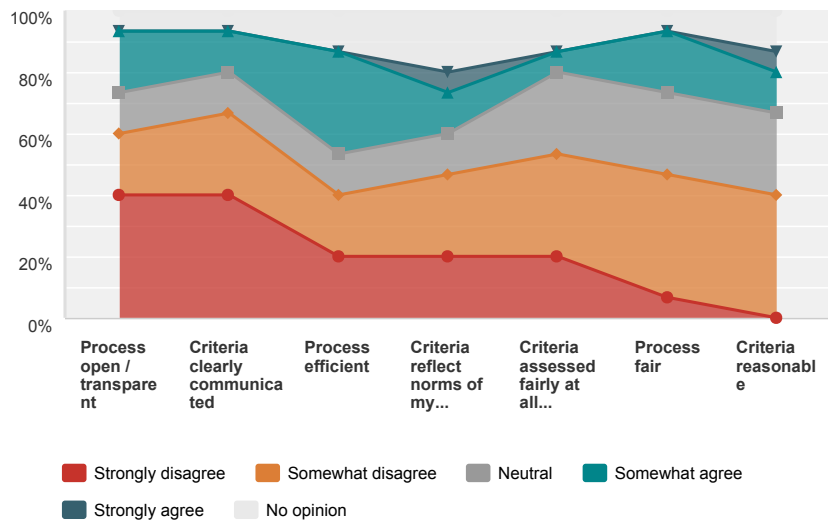
### Do you have any additional comments about mentorship and collaboration? (optional)

Answered: 3 Skipped: 12

Q31

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

Answered: 15 Skipped: 0



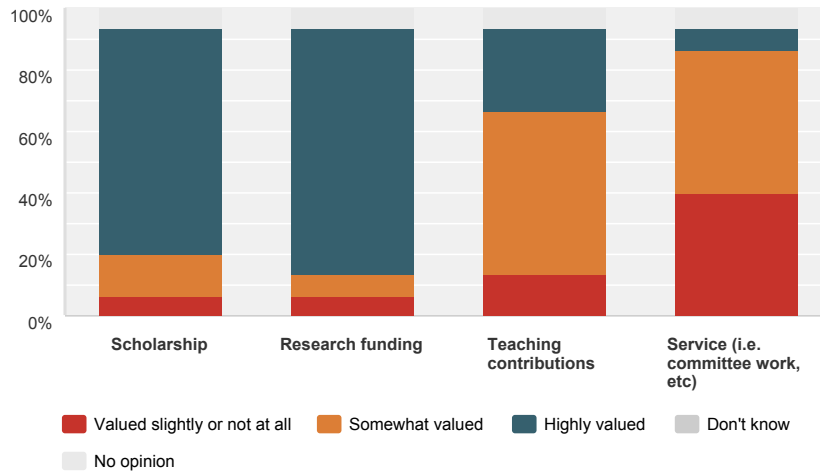
|                            | Strongly disagree | Somewhat disagree | Neutral     | Somewhat agree | Strongly agree | No opinion | Total |
|----------------------------|-------------------|-------------------|-------------|----------------|----------------|------------|-------|
| Process open / transparent | 40.00%<br>6       | 20.00%<br>3       | 13.33%<br>2 | 20.00%<br>3    | 0.00%<br>0     | 6.67%<br>1 | 15    |

|   |             |             |             |             |            |             |    |
|---|-------------|-------------|-------------|-------------|------------|-------------|----|
| Criteria clearly communicated           | 40.00%<br>6 | 26.67%<br>4 | 13.33%<br>2 | 13.33%<br>2 | 0.00%<br>0 | 6.67%<br>1  | 15 |
| Process efficient                       | 20.00%<br>3 | 20.00%<br>3 | 13.33%<br>2 | 33.33%<br>5 | 0.00%<br>0 | 13.33%<br>2 | 15 |
| Criteria reflect norms of my discipline | 20.00%<br>3 | 26.67%<br>4 | 13.33%<br>2 | 13.33%<br>2 | 6.67%<br>1 | 20.00%<br>3 | 15 |
| Criteria assessed fairly at all levels  | 20.00%<br>3 | 33.33%<br>5 | 26.67%<br>4 | 6.67%<br>1  | 0.00%<br>0 | 13.33%<br>2 | 15 |
| Process fair                            | 6.67%<br>1  | 40.00%<br>6 | 26.67%<br>4 | 20.00%<br>3 | 0.00%<br>0 | 6.67%<br>1  | 15 |
| Criteria reasonable                     | 0.00%<br>0  | 40.00%<br>6 | 26.67%<br>4 | 13.33%<br>2 | 6.67%<br>1 | 13.33%<br>2 | 15 |

Q32

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

Answered: 15 Skipped: 0

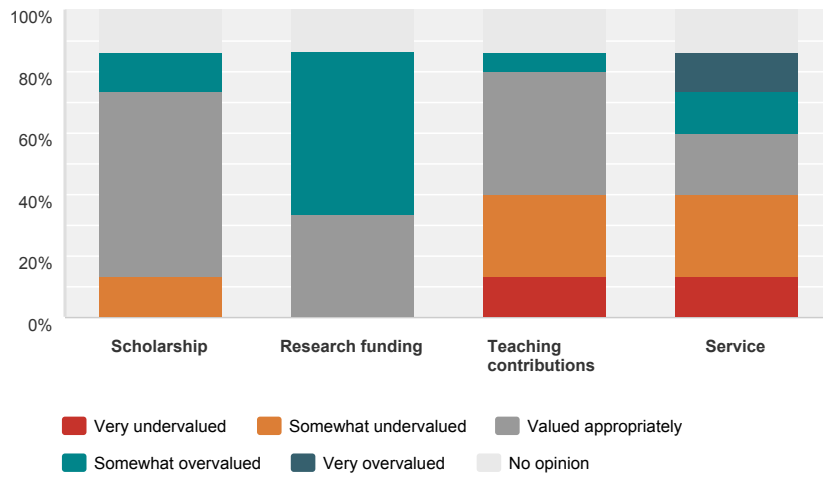


|                                    | Valued slightly or not at all | Somewhat valued | Highly valued | Don't know | No opinion | Total |
|------------------------------------|-------------------------------|-----------------|---------------|------------|------------|-------|
| Scholarship                        | 6.67%<br>1                    | 13.33%<br>2     | 73.33%<br>11  | 0.00%<br>0 | 6.67%<br>1 | 15    |
| Research funding                   | 6.67%<br>1                    | 6.67%<br>1      | 80.00%<br>12  | 0.00%<br>0 | 6.67%<br>1 | 15    |
| Teaching contributions             | 13.33%<br>2                   | 53.33%<br>8     | 26.67%<br>4   | 0.00%<br>0 | 6.67%<br>1 | 15    |
| Service (i.e. committee work, etc) | 40.00%<br>6                   | 46.67%<br>7     | 6.67%<br>1    | 0.00%<br>0 | 6.67%<br>1 | 15    |

Q33

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

Answered: 15 Skipped: 0



|                               | Very undervalued | Somewhat undervalued | Valued appropriately | Somewhat overvalued | Very overvalued | No opinion  | Total |
|-------------------------------|------------------|----------------------|----------------------|---------------------|-----------------|-------------|-------|
| <b>Scholarship</b>            | 0.00%<br>0       | 13.33%<br>2          | 60.00%<br>9          | 13.33%<br>2         | 0.00%<br>0      | 13.33%<br>2 | 15    |
| <b>Research funding</b>       | 0.00%<br>0       | 0.00%<br>0           | 33.33%<br>5          | 53.33%<br>8         | 0.00%<br>0      | 13.33%<br>2 | 15    |
| <b>Teaching contributions</b> | 13.33%<br>2      | 26.67%<br>4          | 40.00%<br>6          | 6.67%<br>1          | 0.00%<br>0      | 13.33%<br>2 | 15    |
| <b>Service</b>                | 13.33%<br>2      | 26.67%<br>4          | 20.00%<br>3          | 13.33%<br>2         | 13.33%<br>2     | 13.33%<br>2 | 15    |

Q34

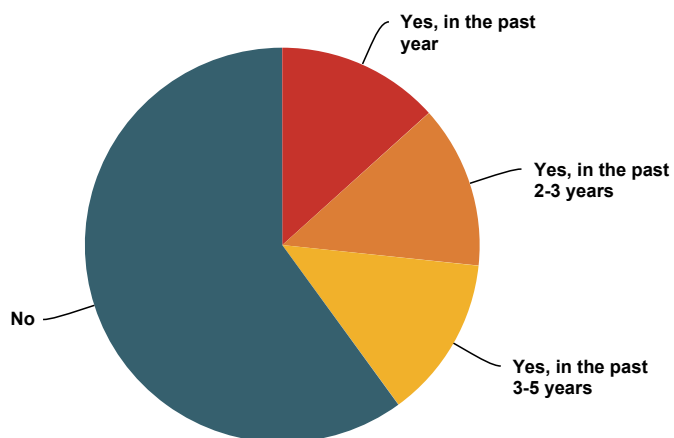
### Do you have any additional comments about promotion and/or tenure? (optional)

Answered: 2 Skipped: 13

Q35

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

Answered: 15 Skipped: 0



Answer Choices

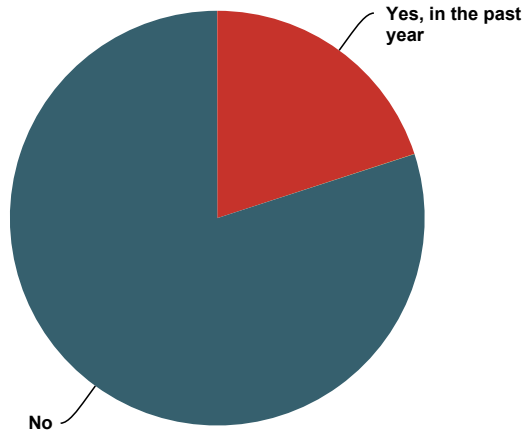
Responses

|                            |        |    |
|----------------------------|--------|----|
| Yes, in the past year      | 13.33% | 2  |
| Yes, in the past 2-3 years | 13.33% | 2  |
| Yes, in the past 3-5 years | 13.33% | 2  |
| No                         | 60.00% | 9  |
| Total                      |        | 15 |

Q36

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

Answered: 15 Skipped: 0



| Answer Choices             | Responses |    |
|----------------------------|-----------|----|
| Yes, in the past year      | 20.00%    | 3  |
| Yes, in the past 2-3 years | 0.00%     | 0  |
| Yes, in the past 3-5 years | 0.00%     | 0  |
| No                         | 80.00%    | 12 |
| Total                      |           | 15 |

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: 13 Skipped: 2

| Answer Choices                     | Responses |   |
|------------------------------------|-----------|---|
| Salary                             | 7.69%     | 1 |
| Course load                        | 0.00%     | 0 |
| Administrative responsibilities    | 7.69%     | 1 |
| Leave time                         | 0.00%     | 0 |
| Summer salary                      | 0.00%     | 0 |
| Special timing of the tenure clock | 0.00%     | 0 |

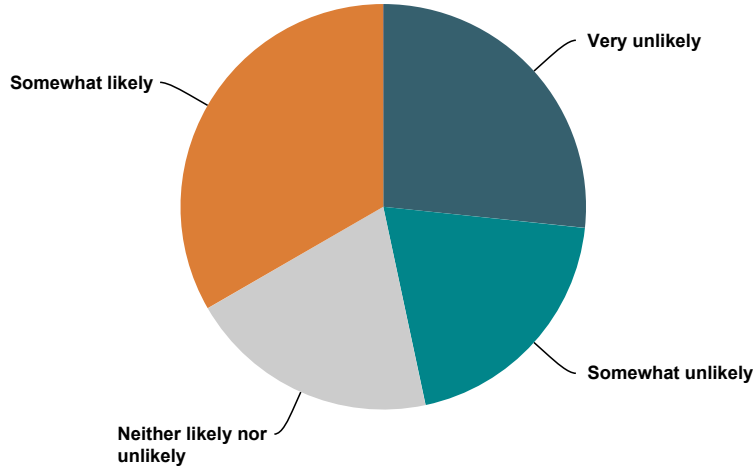
|  |        |    |
|--|--------|----|
| Equipment/laboratory/research start-up             | 0.00%  | 0  |
| Employment for spouse/partner                      | 0.00%  | 0  |
| Received offer, but did not take to CSM leadership | 15.38% | 2  |
| Not applicable                                     | 76.92% | 10 |

Total Respondents: 13

Q38

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

Answered: 15 Skipped: 0



| Answer Choices              | Responses |    |
|-----------------------------|-----------|----|
| Very unlikely               | 26.67%    | 4  |
| Somewhat unlikely           | 20.00%    | 3  |
| Neither likely nor unlikely | 20.00%    | 3  |
| Somewhat likely             | 33.33%    | 5  |
| Very likely                 | 0.00%     | 0  |
| Total                       |           | 15 |

Q39

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

Answered: 15 Skipped: 0

|  | Not at all  | To some extent | To a great extent | Not applicable | Total |
|--|-------------|----------------|-------------------|----------------|-------|
| To increase your time to do research       | 33.33%<br>5 | 13.33%<br>2    | 46.67%<br>7       | 6.67%<br>1     | 15    |
| To enhance your career in other ways       | 33.33%<br>5 | 26.67%<br>4    | 33.33%<br>5       | 6.67%<br>1     | 15    |
| To find a more supportive work environment | 13.33%<br>2 | 40.00%<br>6    | 33.33%<br>5       | 13.33%<br>2    | 15    |
| To find a more satisfying intellectual     | 40.00%<br>6 | 13.33%<br>2    | 33.33%<br>5       | 13.33%<br>2    | 15    |

| environment  |              |             |             |             |    |
|--|--------------|-------------|-------------|-------------|----|
| To pursue a nonacademic job                                | 53.33%<br>8  | 6.67%<br>1  | 26.67%<br>4 | 13.33%<br>2 | 15 |
| To reduce stress   | 40.00%<br>6  | 13.33%<br>2 | 26.67%<br>4 | 20.00%<br>3 | 15 |
| To reduce workload   | 26.67%<br>4  | 33.33%<br>5 | 26.67%<br>4 | 13.33%<br>2 | 15 |
| To improve your prospects for tenure                       | 33.33%<br>5  | 33.33%<br>5 | 20.00%<br>3 | 13.33%<br>2 | 15 |
| Great opportunities in my field                            | 40.00%<br>6  | 26.67%<br>4 | 20.00%<br>3 | 13.33%<br>2 | 15 |
| To increase your salary                                    | 26.67%<br>4  | 53.33%<br>8 | 13.33%<br>2 | 6.67%<br>1  | 15 |
| To address child-related issues                            | 33.33%<br>5  | 26.67%<br>4 | 13.33%<br>2 | 26.67%<br>4 | 15 |
| To improve the employment situation of your spouse/partner | 60.00%<br>9  | 13.33%<br>2 | 13.33%<br>2 | 13.33%<br>2 | 15 |
| Benefits   | 60.00%<br>9  | 6.67%<br>1  | 13.33%<br>2 | 20.00%<br>3 | 15 |
| Retirement   | 53.33%<br>8  | 20.00%<br>3 | 6.67%<br>1  | 20.00%<br>3 | 15 |
| To lower your cost of living                               | 66.67%<br>10 | 6.67%<br>1  | 0.00%<br>0  | 26.67%<br>4 | 15 |
| To live elsewhere  | 66.67%<br>10 | 20.00%<br>3 | 0.00%<br>0  | 13.33%<br>2 | 15 |

Q40

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

Answered: 15 Skipped: 0

|   | Not at all   | To some extent | To a great extent | Not applicable | Total |
|---|--------------|----------------|-------------------|----------------|-------|
| Living in the area                          | 0.00%<br>0   | 20.00%<br>3    | 66.67%<br>10      | 13.33%<br>2    | 15    |
| Employment situation of your spouse/partner | 40.00%<br>6  | 13.33%<br>2    | 33.33%<br>5       | 13.33%<br>2    | 15    |
| Supportive work environment                 | 33.33%<br>5  | 26.67%<br>4    | 26.67%<br>4       | 13.33%<br>2    | 15    |
| Benefits                                    | 26.67%<br>4  | 40.00%<br>6    | 20.00%<br>3       | 13.33%<br>2    | 15    |
| Tenure or prospects for tenure              | 53.33%<br>8  | 13.33%<br>2    | 13.33%<br>2       | 20.00%<br>3    | 15    |
| Time to do research                         | 40.00%<br>6  | 26.67%<br>4    | 13.33%<br>2       | 20.00%<br>3    | 15    |
| Child-related issues                        | 53.33%<br>8  | 6.67%<br>1     | 13.33%<br>2       | 26.67%<br>4    | 15    |
| Other career benefits                       | 33.33%<br>5  | 46.67%<br>7    | 6.67%<br>1        | 13.33%<br>2    | 15    |
| Open intellectual environment               | 40.00%<br>6  | 40.00%<br>6    | 6.67%<br>1        | 13.33%<br>2    | 15    |
| Retirement                                  | 66.67%<br>10 | 13.33%<br>2    | 6.67%<br>1        | 13.33%<br>2    | 15    |
| Salary                                      | 66.67%<br>10 | 20.00%<br>3    | 0.00%<br>0        | 13.33%<br>2    | 15    |
| Stress level                                | 73.33%<br>11 | 6.67%<br>1     | 0.00%<br>0        | 20.00%<br>3    | 15    |
| Workload                                    | 73.33%<br>11 | 13.33%<br>2    | 0.00%<br>0        | 13.33%<br>2    | 15    |



|                                   |             |             |            |             |    |
|-----------------------------------|-------------|-------------|------------|-------------|----|
| Cost of living                    | 60.00%<br>9 | 26.67%<br>4 | 0.00%<br>0 | 13.33%<br>2 | 15 |
| Lack of opportunities in my field | 57.14%<br>8 | 28.57%<br>4 | 0.00%<br>0 | 14.29%<br>2 | 14 |

**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: 15 Skipped: 0

|   | Not at all   | Somewhat     | Extensive   | Not applicable | Total |
|---|--------------|--------------|-------------|----------------|-------|
| Time to spend with family   | 13.33%<br>2  | 33.33%<br>5  | 40.00%<br>6 | 13.33%<br>2    | 15    |
| Childcare   | 40.00%<br>6  | 6.67%<br>1   | 33.33%<br>5 | 20.00%<br>3    | 15    |
| Being part of a dual-career couple  | 33.33%<br>5  | 26.67%<br>4  | 26.67%<br>4 | 13.33%<br>2    | 15    |
| Managing household responsibilities   | 13.33%<br>2  | 66.67%<br>10 | 20.00%<br>3 | 0.00%<br>0     | 15    |
| Your health   | 46.67%<br>7  | 33.33%<br>5  | 13.33%<br>2 | 6.67%<br>1     | 15    |
| Care of someone who is ill, disabled, aging, and/or in need of special services | 60.00%<br>9  | 26.67%<br>4  | 0.00%<br>0  | 13.33%<br>2    | 15    |
| Cost of living  | 60.00%<br>9  | 33.33%<br>5  | 0.00%<br>0  | 6.67%<br>1     | 15    |
| Commuting to and from work  | 80.00%<br>12 | 13.33%<br>2  | 0.00%<br>0  | 6.67%<br>1     | 15    |

**Q42**

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

Answered: 14 Skipped: 1

| Answer Choices | Average Number | Total Number | Responses |
|----------------|----------------|--------------|-----------|
| 0-5 yrs        | 0              | 2            | 9         |
| 6-17 yrs       | 1              | 9            | 11        |
| 18-23 yrs      | 0              | 3            | 10        |
| 23+ yrs        | 0              | 2            | 8         |

Total Respondents: 14

**Q43**

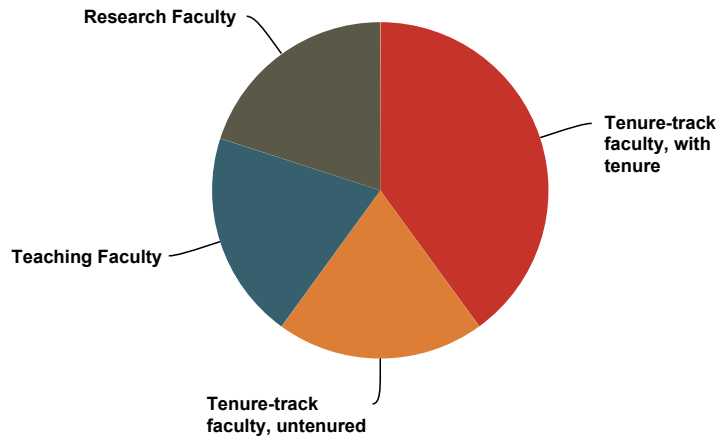
**Do you have any additional comments about hiring and retention? (optional)**

Answered: 2 Skipped: 13

Q44

### What is your current position?

Answered: 15 Skipped: 0



| Answer Choices                    | Responses |    |
|-----------------------------------|-----------|----|
| Tenure-track faculty, with tenure | 40.00%    | 6  |
| Tenure-track faculty, untenured   | 20.00%    | 3  |
| Teaching Faculty                  | 20.00%    | 3  |
| Research Faculty                  | 20.00%    | 3  |
| Library Faculty                   | 0.00%     | 0  |
| Other                             | 0.00%     | 0  |
| I prefer not to say               | 0.00%     | 0  |
| Total                             |           | 15 |

Q45

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

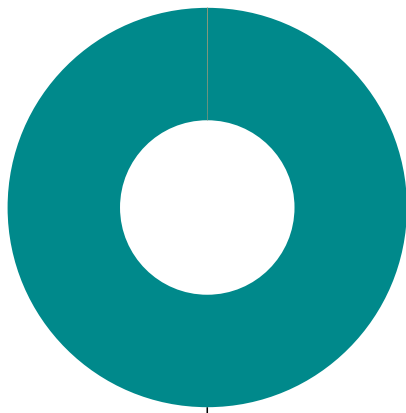
Answered: 15 Skipped: 0

| Answer Choices      | Responses |    |
|---------------------|-----------|----|
| 1-3 years           | 40.00%    | 6  |
| 4-9 years           | 40.00%    | 6  |
| 10+ years           | 20.00%    | 3  |
| I prefer not to say | 0.00%     | 0  |
| Total               |           | 15 |

Q46

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

Answered: 15 Skipped: 0



**Geology and Geological Engineering**

| 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                      | 0.00%     | 0  |
| Geology and Geological Engineering          | 100.00%   | 15 |
| 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                                       |           | 15 |

Q47

### Gender

Answered: 15 Skipped: 0

| Answer Choices      | Responses |    |
|---------------------|-----------|----|
| Male                | 53.33%    | 8  |
| Female              | 46.67%    | 7  |
| I prefer not to say | 0.00%     | 0  |
| Total               |           | 15 |

Q48

## Race/ethnicity

Answered: 15 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                         | 93.33%    | 14 |
| I prefer not to say           | 6.67%     | 1  |
| Total                         |           | 15 |

Q49

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

Answered: 2 Skipped: 13

Q50

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

Answered: 1 Skipped: 14