

CSM Faculty Climate Survey - Geophysics

These are summary results for Geophysics only.

All Pages

5 responses

238 days (January 21, 2014 - now)

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Q1

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

Answered: 5 Skipped: 0

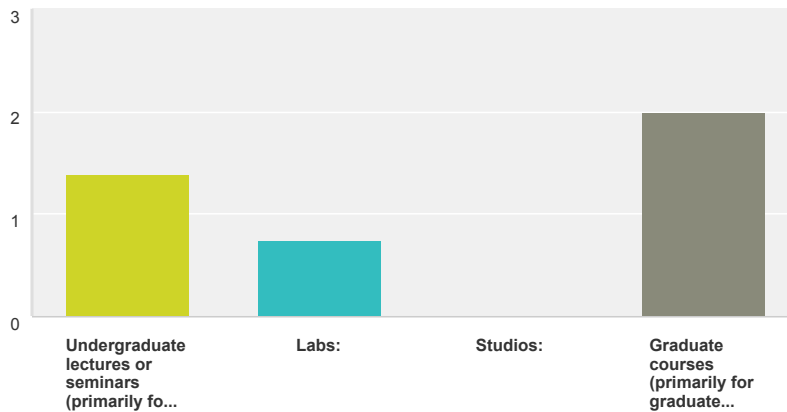
Answer Choices	Average Number	Total Number	Responses
Total number of sections/courses taught:	3	16	5
Total distinct preps (# sections):	4	15	4
Total credit hours delivered:	9	45	5
Total credit hours bought-out for research:	0	0	4
Total students in all sections:	72	361	5

Total Respondents: 5

Q2

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

Answered: 5 Skipped: 0



Answer Choices	Average Number	Total Number	Responses
Undergraduate lectures or seminars (primarily for undergraduates):	1	7	5
Labs:	1	3	4
Studios:	0	0	4
Graduate courses (primarily for graduate students):	2	10	5

Total Respondents: 5

Q3

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

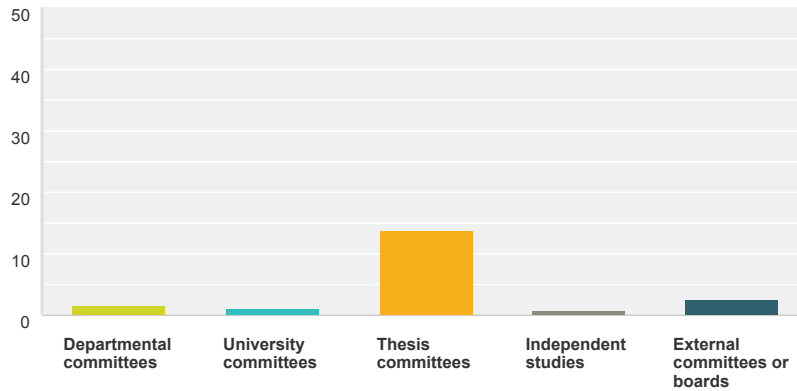
Answered: 5 Skipped: 0

Answer Choices	Responses	
Yes, research related (e.g. charge-outs)	0.00%	0
Yes, service or administration related (e.g. program director, dept head., etc.)	0.00%	0
Yes, for other reasons	20.00%	1
No	80.00%	4
Total Respondents: 5		

Q4

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

Answered: 5 Skipped: 0



Answer Choices	Average Number	Total Number	Responses
Departmental committees	2	8	5
University committees	1	5	5
Thesis committees	14	69	5
Independent studies	1	4	5
External committees or boards	2	12	5
Total Respondents: 5			

Q5

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

Answered: 4 Skipped: 1

	Never	Yes, during 2013 FDR	Yes, prior service	Total Respondents
Director of center, program, or	50.00% 2	50.00% 2	25.00% 1	4

institute				
Chair of a departmental or university committee	50.00% 2	50.00% 2	25.00% 1	4
Director or Head of department/division	100.00% 4	0.00% 0	0.00% 0	4
Course coordinator	100.00% 4	0.00% 0	0.00% 0	4
Other administrative capacity (e.g. assistant dept head)	100.00% 4	0.00% 0	0.00% 0	4

Q6

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

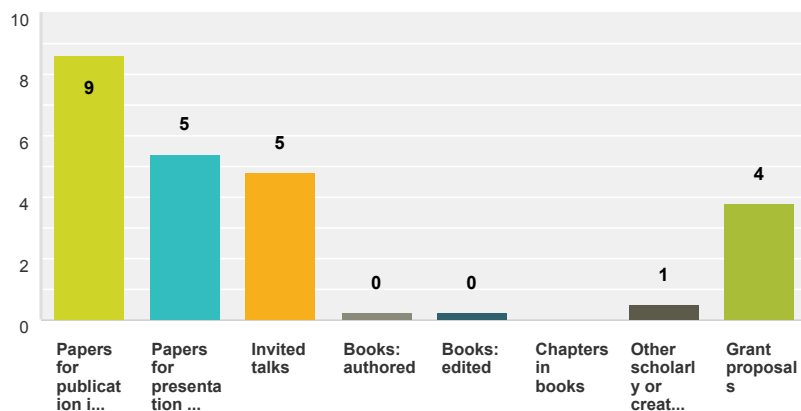
Answered: 4 Skipped: 1

	Teaching relief	Extra compensation	No	Total Respondents
Director or Head of department/division	0.00% 0	0.00% 0	100.00% 3	3
Director of center, program, or institute	33.33% 1	0.00% 0	66.67% 2	3
Chair of a committee	0.00% 0	0.00% 0	100.00% 4	4
Course coordinator	0.00% 0	0.00% 0	100.00% 3	3
Other administrative capacity (e.g. assistant dept head)	0.00% 0	0.00% 0	100.00% 3	3

Q7

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

Answered: 5 Skipped: 0



Answer Choices	Average Number	Total Number	Responses
Papers for publication in peer-reviewed journals	9	43	5
Papers for presentation at conferences	5	27	5
Invited talks	5	24	5
Books: authored	0	1	4
Books: edited	0	1	4
Chapters in books	0	0	4
Other scholarly or creative works	1	2	4
Grant proposals	4	19	5

Total Respondents: 5

Q8

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

Answered: 5 Skipped: 0

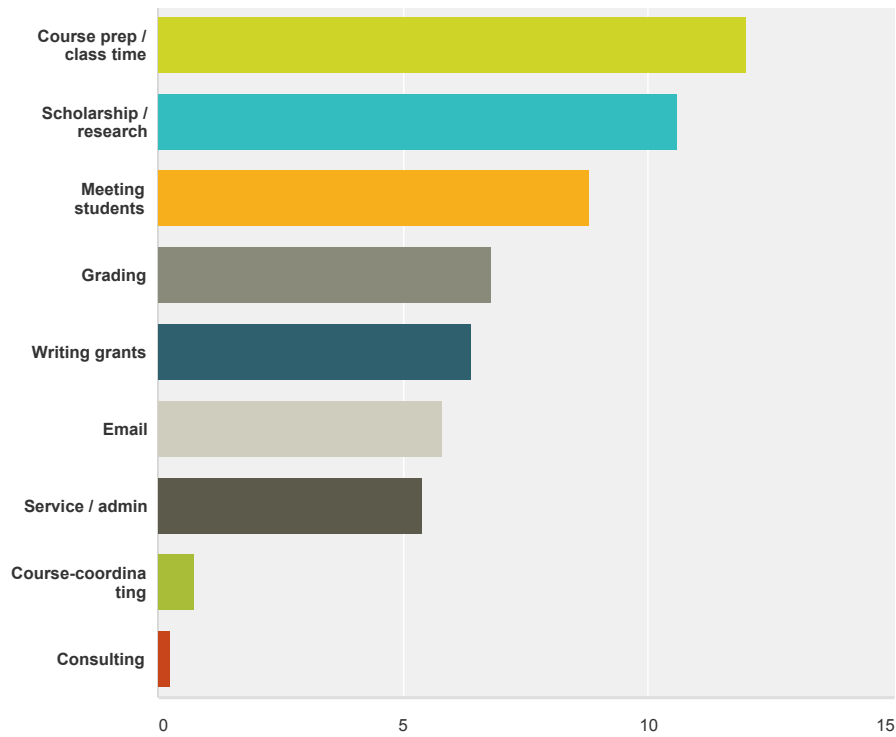
Answer Choices	Average Number	Total Number	Responses
# MS students/advisees	3	17	5
# PhD students/advisees	5	18	4

Total Respondents: 5

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: 5 Skipped: 0



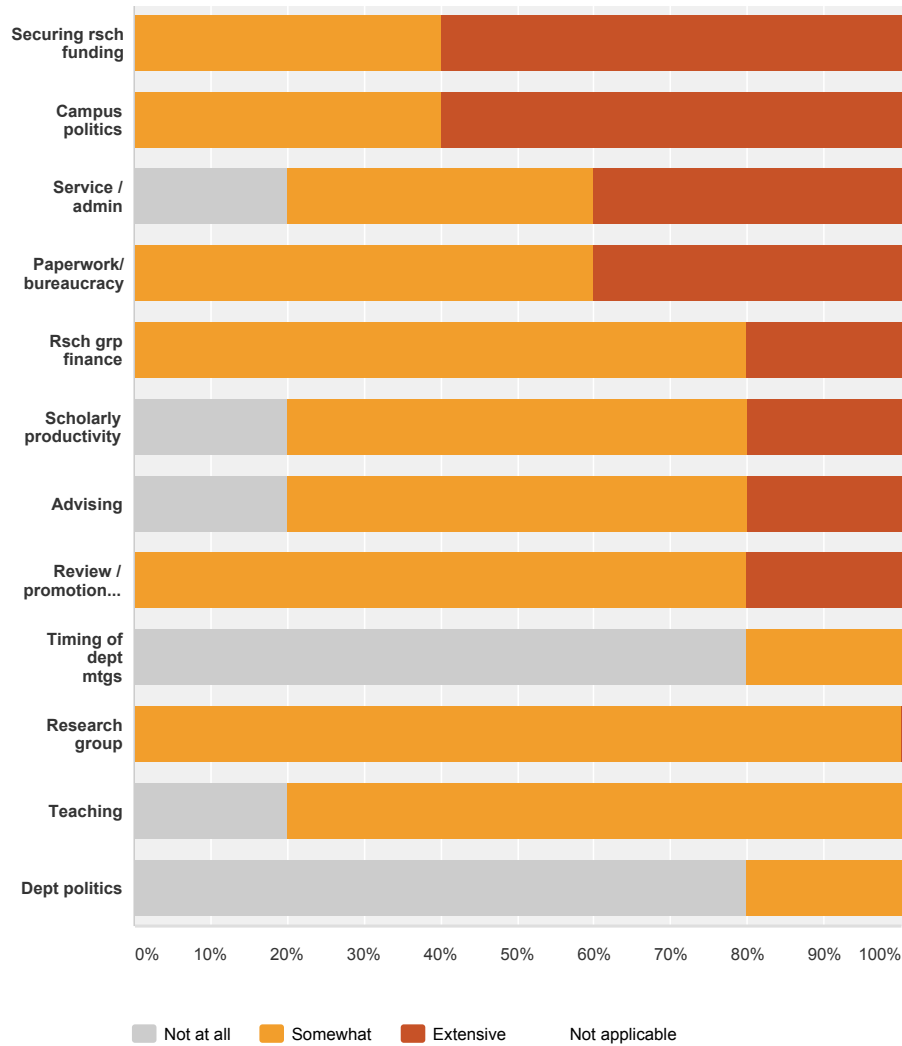
Answer Choices	Average Number	Total Number	Responses
Course prep / class time	12	60	5
Scholarship / research	11	53	5
Meeting students	9	44	5
Grading	7	34	5
Writing grants	6	32	5
Email	6	29	5
Service / admin	5	27	5
Course-coordinating	1	3	4
Consulting	0	1	4

Total Respondents: 5

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: 5 Skipped: 0

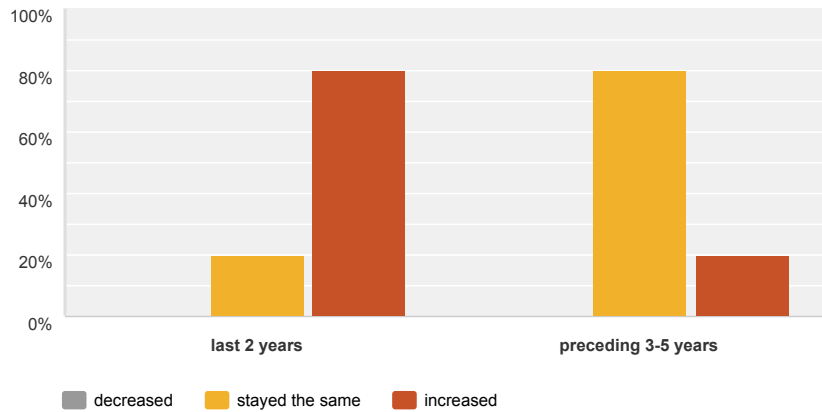


	Not at all	Somewhat	Extensive	Not applicable	Total
Securing rsch funding	0.00% 0	40.00% 2	60.00% 3	0.00% 0	5
Campus politics	0.00% 0	40.00% 2	60.00% 3	0.00% 0	5
Service / admin	20.00% 1	40.00% 2	40.00% 2	0.00% 0	5
Paperwork/ bureaucracy	0.00% 0	60.00% 3	40.00% 2	0.00% 0	5
Rsch grp finance	0.00% 0	80.00% 4	20.00% 1	0.00% 0	5
Scholarly productivity	20.00% 1	60.00% 3	20.00% 1	0.00% 0	5
Advising	20.00% 1	60.00% 3	20.00% 1	0.00% 0	5
Review / promotion process	0.00% 0	80.00% 4	20.00% 1	0.00% 0	5
Timing of dept mtgs	80.00% 4	20.00% 1	0.00% 0	0.00% 0	5
Research group	0.00% 0	100.00% 5	0.00% 0	0.00% 0	5
Teaching	20.00% 1	80.00% 4	0.00% 0	0.00% 0	5
Dept politics	80.00% 4	20.00% 1	0.00% 0	0.00% 0	5

Q11

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

Answered: 5 Skipped: 0

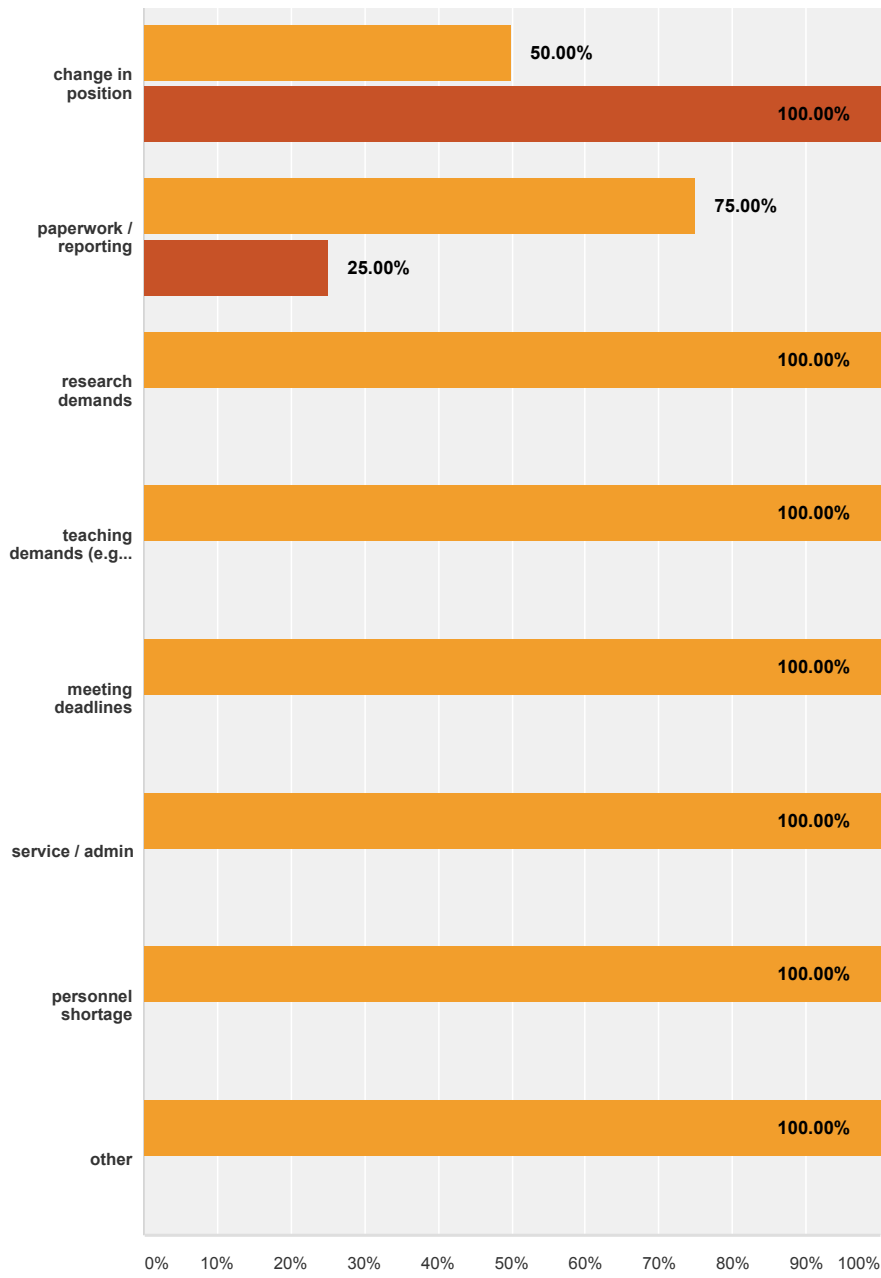


	decreased	stayed the same	increased	Total
last 2 years	0.00% 0	20.00% 1	80.00% 4	5
preceding 3-5 years	0.00% 0	80.00% 4	20.00% 1	5

Q12

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

Answered: 4 Skipped: 1



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

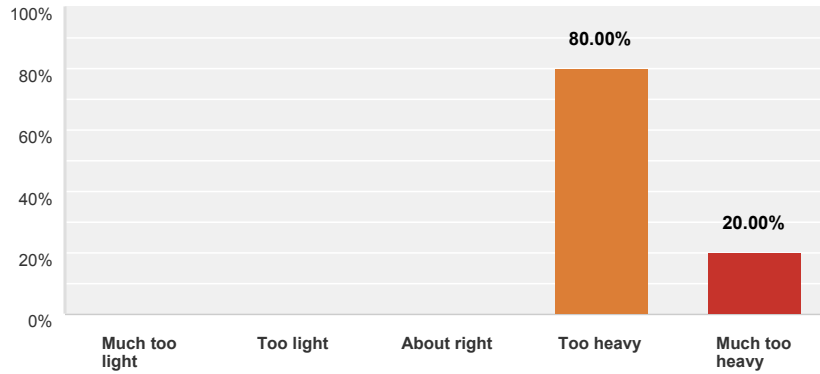
	contributed to increase (check all that apply)	single most significant factor (check one)	Total Respondents
change in position	50.00% 1	100.00% 2	2
paperwork / reporting	75.00% 3	25.00% 1	4
research demands	100.00% 2	0.00% 0	2
teaching demands (e.g. increased student numbers)	100.00% 2	0.00% 0	2
meeting deadlines	100.00% 2	0.00% 0	2
service / admin	100.00% 3	0.00% 0	3
personnel shortage	100.00% 1	0.00% 0	1

other	100.00% 1	0.00% 0	1
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Q13

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

Answered: 5 Skipped: 0



Answer Choices	Responses
Much too light	0.00% 0
Too light	0.00% 0
About right	0.00% 0
Too heavy	80.00% 4
Much too heavy	20.00% 1
Total	5

Q14

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

Answered: 3 Skipped: 2

Q15

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

Answered: 5 Skipped: 0

	Very dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Very satisfied	Not applicable	Total
Salary	0.00% 0	40.00% 2	40.00% 2	0.00% 0	20.00% 1	0.00% 0	5
Start-up funds	0.00% 0	20.00% 1	40.00% 2	20.00% 1	0.00% 0	20.00% 1	5
Length of contract	0.00% 0	0.00% 0	80.00% 4	0.00% 0	0.00% 0	20.00% 1	5
Benefits	0.00% 0	0.00% 0	40.00% 2	20.00% 1	40.00% 2	0.00% 0	5

Q16

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

Answered: 5 Skipped: 0

	Very dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Very satisfied	Not applicable	Total
Staff support	40.00% 2	0.00% 0	0.00% 0	40.00% 2	20.00% 1	0.00% 0	5
Availability of nearby parking	20.00% 1	0.00% 0	40.00% 2	40.00% 2	0.00% 0	0.00% 0	5
Office space	20.00% 1	0.00% 0	20.00% 1	40.00% 2	20.00% 1	0.00% 0	5
Computer resources	20.00% 1	0.00% 0	20.00% 1	40.00% 2	20.00% 1	0.00% 0	5
Lab or research space	0.00% 0	0.00% 0	20.00% 1	60.00% 3	20.00% 1	0.00% 0	5
Classroom space	0.00% 0	20.00% 1	40.00% 2	40.00% 2	0.00% 0	0.00% 0	5
Library resources	0.00% 0	0.00% 0	40.00% 2	60.00% 3	0.00% 0	0.00% 0	5
Instructional/classroom technology	0.00% 0	20.00% 1	60.00% 3	20.00% 1	0.00% 0	0.00% 0	5
Support for submitting grants	0.00% 0	50.00% 2	25.00% 1	0.00% 0	0.00% 0	25.00% 1	4
Number or breadth of faculty within department/unit to deliver curriculum	0.00% 0	40.00% 2	20.00% 1	20.00% 1	20.00% 1	0.00% 0	5
Number or breadth of faculty within department/unit to advance research	0.00% 0	40.00% 2	20.00% 1	20.00% 1	20.00% 1	0.00% 0	5

Q17

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

Answered: 5 Skipped: 0

	Very dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Very satisfied	Not applicable	Total
Access to teaching assistants	40.00% 2	20.00% 1	0.00% 0	0.00% 0	40.00% 2	0.00% 0	5
Time available for scholarly work	40.00% 2	60.00% 3	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5
Intellectual stimulation of your work environment	20.00% 1	60.00% 3	0.00% 0	0.00% 0	20.00% 1	0.00% 0	5
Teaching responsibilities	0.00% 0	0.00% 0	20.00% 1	60.00% 3	20.00% 1	0.00% 0	5
Advising responsibilities	0.00% 0	0.00% 0	40.00% 2	60.00% 3	0.00% 0	0.00% 0	5
Quality of graduate students	0.00% 0	40.00% 2	20.00% 1	40.00% 2	0.00% 0	0.00% 0	5
Access to	0.00%	40.00%	20.00%	40.00%	0.00%	0.00%	

students for research projects	0	2	1	2	0	0	5
Committee and administrative responsibilities	0.00% 0	60.00% 3	20.00% 1	20.00% 1	0.00% 0	0.00% 0	5

Q18

How important are the following to you?:

Answered: 5 Skipped: 0

	Very important	Somewhat important	Neutral	Somewhat unimportant	Not very important	Not applicable	Total
Conducting research/scholarship	100.00% 5	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5
Teaching graduate students	100.00% 5	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5
Academic freedom	100.00% 5	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5
Faculty input in decision-making	80.00% 4	20.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5
Engage in student life/ activities	60.00% 3	20.00% 1	0.00% 0	20.00% 1	0.00% 0	0.00% 0	5
Teaching undergraduate students	40.00% 2	40.00% 2	20.00% 1	0.00% 0	0.00% 0	0.00% 0	5
Open environment for discussing differing ideas	40.00% 2	60.00% 3	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5
Intellectual activities with colleagues	40.00% 2	40.00% 2	0.00% 0	20.00% 1	0.00% 0	0.00% 0	5
Engage in service/ committee work	0.00% 0	40.00% 2	40.00% 2	20.00% 1	0.00% 0	0.00% 0	5
Diversity on campus	0.00% 0	100.00% 5	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5
Social activities with colleagues	0.00% 0	40.00% 2	20.00% 1	0.00% 0	40.00% 2	0.00% 0	5

Q19

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

Answered: 2 Skipped: 3

Q20

Please indicate your agreement or disagreement with the following statements:

Answered: 5 Skipped: 0

	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	Not applicable	Total
The creation of colleges has made my professional life better	60.00% 3	40.00% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5
I feel comfortable expressing my views openly	20.00% 1	20.00% 1	0.00% 0	20.00% 1	40.00% 2	0.00% 0	5

If I had to decide all over again to be a faculty member at CSM, I would again chose to be here	20.00% 1	40.00% 2	0.00% 0	0.00% 0	40.00% 2	0.00% 0	5
My colleagues value my research/scholarship	0.00% 0	20.00% 1	20.00% 1	20.00% 1	40.00% 2	0.00% 0	5
My colleagues value my contributions to teaching and advising	0.00% 0	0.00% 0	20.00% 1	80.00% 4	0.00% 0	0.00% 0	5
My colleagues value my service and administrative contributions	0.00% 0	20.00% 1	20.00% 1	20.00% 1	40.00% 2	0.00% 0	5
The quality of my scholarship is positively affected by my interactions with CSM colleagues	0.00% 0	0.00% 0	20.00% 1	80.00% 4	0.00% 0	0.00% 0	5
I feel I am given the opportunity to serve on important committees	0.00% 0	0.00% 0	20.00% 1	60.00% 3	20.00% 1	0.00% 0	5
My department/unit is a good fit for me	0.00% 0	0.00% 0	0.00% 0	60.00% 3	40.00% 2	0.00% 0	5
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	20.00% 1	0.00% 0	0.00% 0	80.00% 4	0.00% 0	5
I am able to make decisions about my areas of responsibility	0.00% 0	0.00% 0	20.00% 1	40.00% 2	40.00% 2	0.00% 0	5
I have to work harder than some of my colleagues to be perceived as a legitimate scholar	0.00% 0	40.00% 2	40.00% 2	20.00% 1	0.00% 0	0.00% 0	5

Q21

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

Answered: 5 Skipped: 0

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	Not applicable	Total
Interdisciplinary research is valued and supported	0.00% 0	0.00% 0	0.00% 0	20.00% 1	80.00% 4	0.00% 0	5
Department/unit creates a collegial and supportive environment	0.00% 0	0.00% 0	0.00% 0	20.00% 1	80.00% 4	0.00% 0	5
Department/unit helps me obtain or manage the resources I need	0.00% 0	20.00% 1	0.00% 0	20.00% 1	60.00% 3	0.00% 0	5
Decision-making is collaborative and transparent	0.00% 0	0.00% 0	0.00% 0	20.00% 1	80.00% 4	0.00% 0	5
Decision-	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	

making is fair	0	0	0	0	5	0	5
Decision-making is efficient	0.00% 0	0.00% 0	20.00% 1	40.00% 2	40.00% 2	0.00% 0	5
Decision-making reflects sound priorities and relevant data	0.00% 0	0.00% 0	20.00% 1	40.00% 2	40.00% 2	0.00% 0	5
I have a voice in decision-making	0.00% 0	0.00% 0	0.00% 0	40.00% 2	60.00% 3	0.00% 0	5
I feel comfortable, included, and valued	0.00% 0	0.00% 0	0.00% 0	20.00% 1	80.00% 4	0.00% 0	5
Diversity of opinion is respected and valued	0.00% 0	20.00% 1	0.00% 0	0.00% 0	80.00% 4	0.00% 0	5

Q22

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

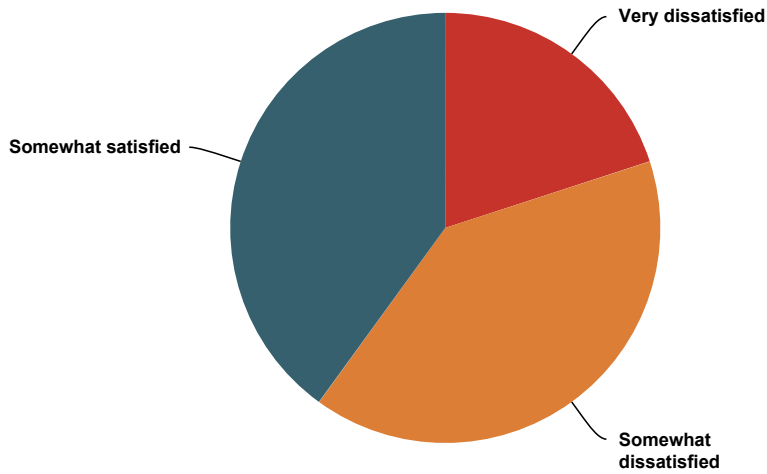
Answered: 5 Skipped: 0

	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	Not applicable	Total
Decision-making is collaborative and transparent	80.00% 4	0.00% 0	20.00% 1	0.00% 0	0.00% 0	0.00% 0	5
Decision-making is fair	60.00% 3	20.00% 1	20.00% 1	0.00% 0	0.00% 0	0.00% 0	5
Decision-making reflects sound priorities and relevant data	60.00% 3	40.00% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5
I feel comfortable, included, and valued	60.00% 3	20.00% 1	20.00% 1	0.00% 0	0.00% 0	0.00% 0	5
CSM creates a collegial and supportive environment	40.00% 2	20.00% 1	20.00% 1	20.00% 1	0.00% 0	0.00% 0	5
CSM helps me obtain or manage the resources I need	40.00% 2	40.00% 2	20.00% 1	0.00% 0	0.00% 0	0.00% 0	5
I have a voice in decision-making	40.00% 2	40.00% 2	20.00% 1	0.00% 0	0.00% 0	0.00% 0	5
Diversity of opinion is respected and valued	40.00% 2	20.00% 1	40.00% 2	0.00% 0	0.00% 0	0.00% 0	5
Interdisciplinary research is valued and supported	20.00% 1	20.00% 1	20.00% 1	40.00% 2	0.00% 0	0.00% 0	5
Decision-making is efficient	20.00% 1	60.00% 3	20.00% 1	0.00% 0	0.00% 0	0.00% 0	5

Q23

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

Answered: 5 Skipped: 0

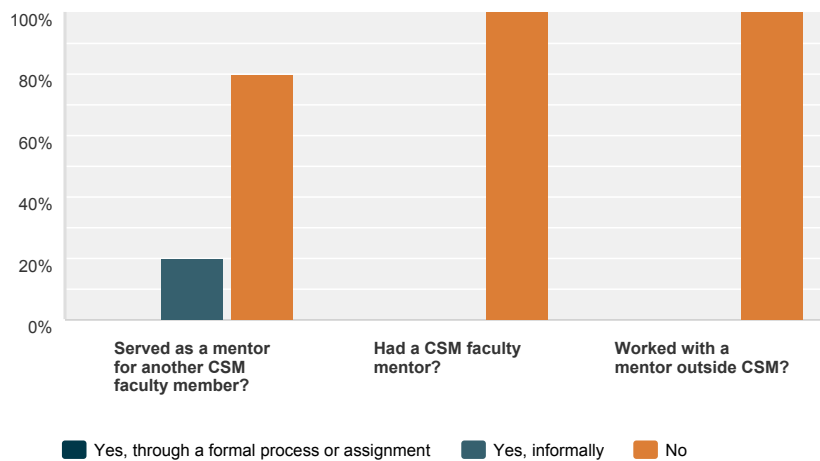


Answer Choices	Responses
Very dissatisfied	20.00% 1
Somewhat dissatisfied	40.00% 2
Neither satisfied nor dissatisfied	0.00% 0
Somewhat satisfied	40.00% 2
Very satisfied	0.00% 0
Total	5

Q24

While at CSM, have you:

Answered: 5 Skipped: 0



	Yes, through a formal process or assignment	Yes, informally	No	Total
Served as a mentor for another CSM faculty member?	0.00% 0	20.00% 1	80.00% 4	5
Had a CSM faculty mentor?	0.00% 0	0.00% 0	100.00% 5	5

Worked with a mentor outside CSM?

0.00%
0

0.00%
0

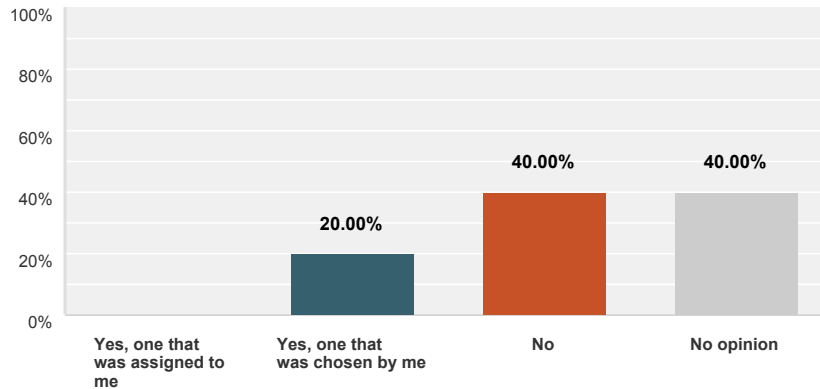
100.00%
5

5

Q25

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

Answered: 5 Skipped: 0

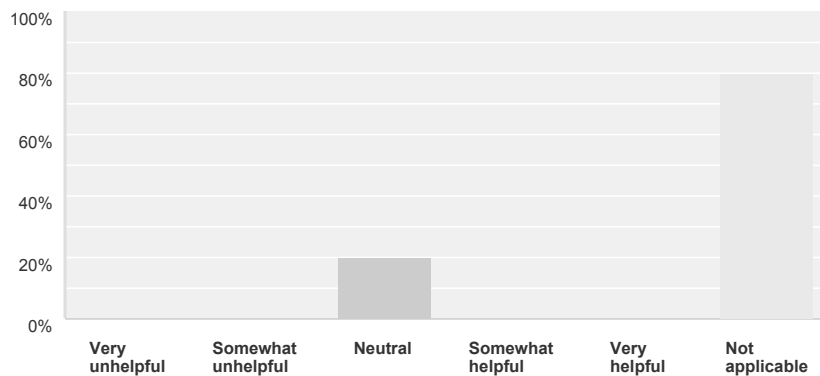


Answer Choices	Responses
Yes, one that was assigned to me	0.00% 0
Yes, one that was chosen by me	20.00% 1
No	40.00% 2
No opinion	40.00% 2
Total	5

Q26

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

Answered: 5 Skipped: 0



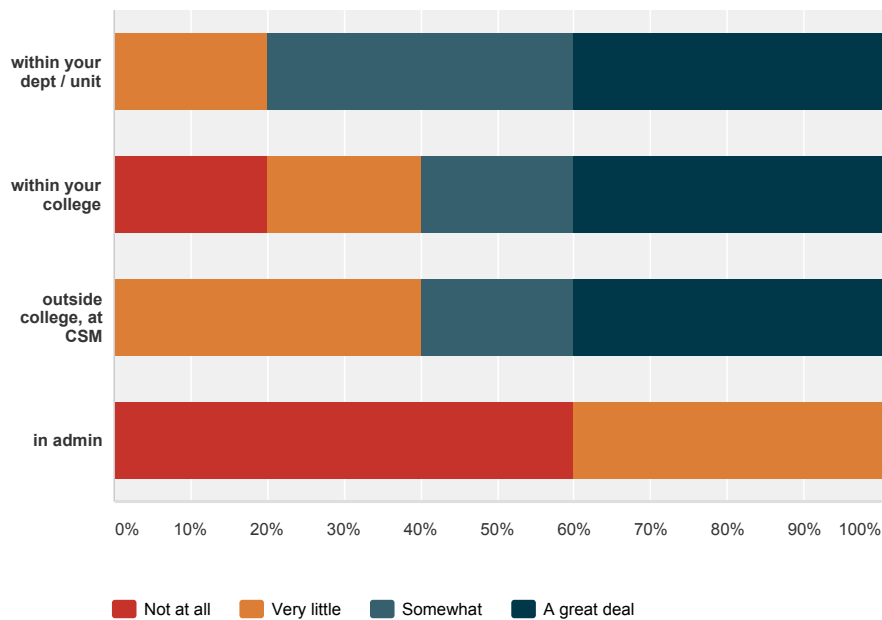
Answer Choices	Responses
Very unhelpful	0.00% 0
Somewhat unhelpful	0.00% 0
Neutral	20.00% 1

Somewhat helpful	0.00%	0
Very helpful	0.00%	0
Not applicable	80.00%	4
Total		5

Q27

To what extent have you collaborated with colleagues:

Answered: 5 Skipped: 0

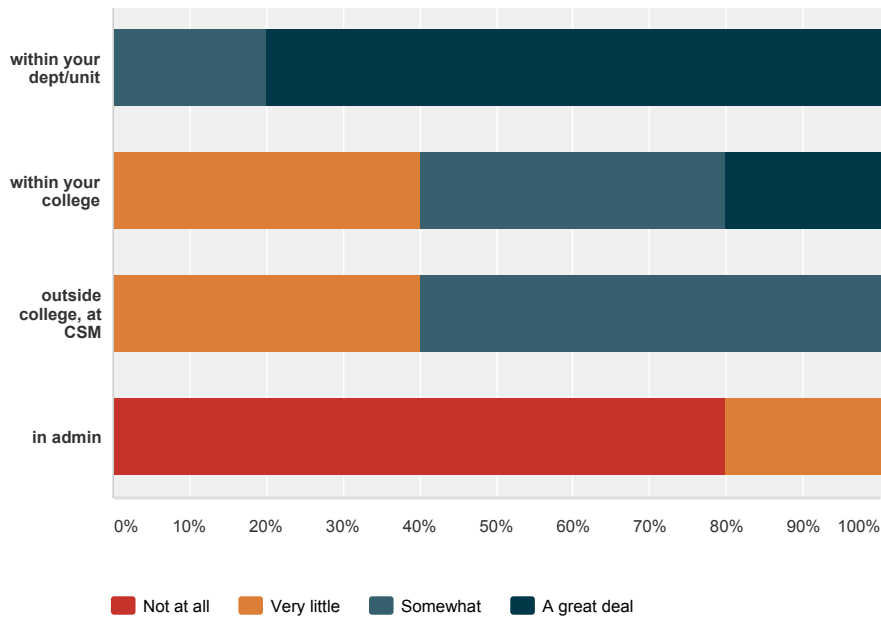


	Not at all	Very little	Somewhat	A great deal	Total
within your dept / unit	0.00% 0	20.00% 1	40.00% 2	40.00% 2	5
within your college	20.00% 1	20.00% 1	20.00% 1	40.00% 2	5
outside college, at CSM	0.00% 0	40.00% 2	20.00% 1	40.00% 2	5
in admin	60.00% 3	40.00% 2	0.00% 0	0.00% 0	5

Q28

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

Answered: 5 Skipped: 0

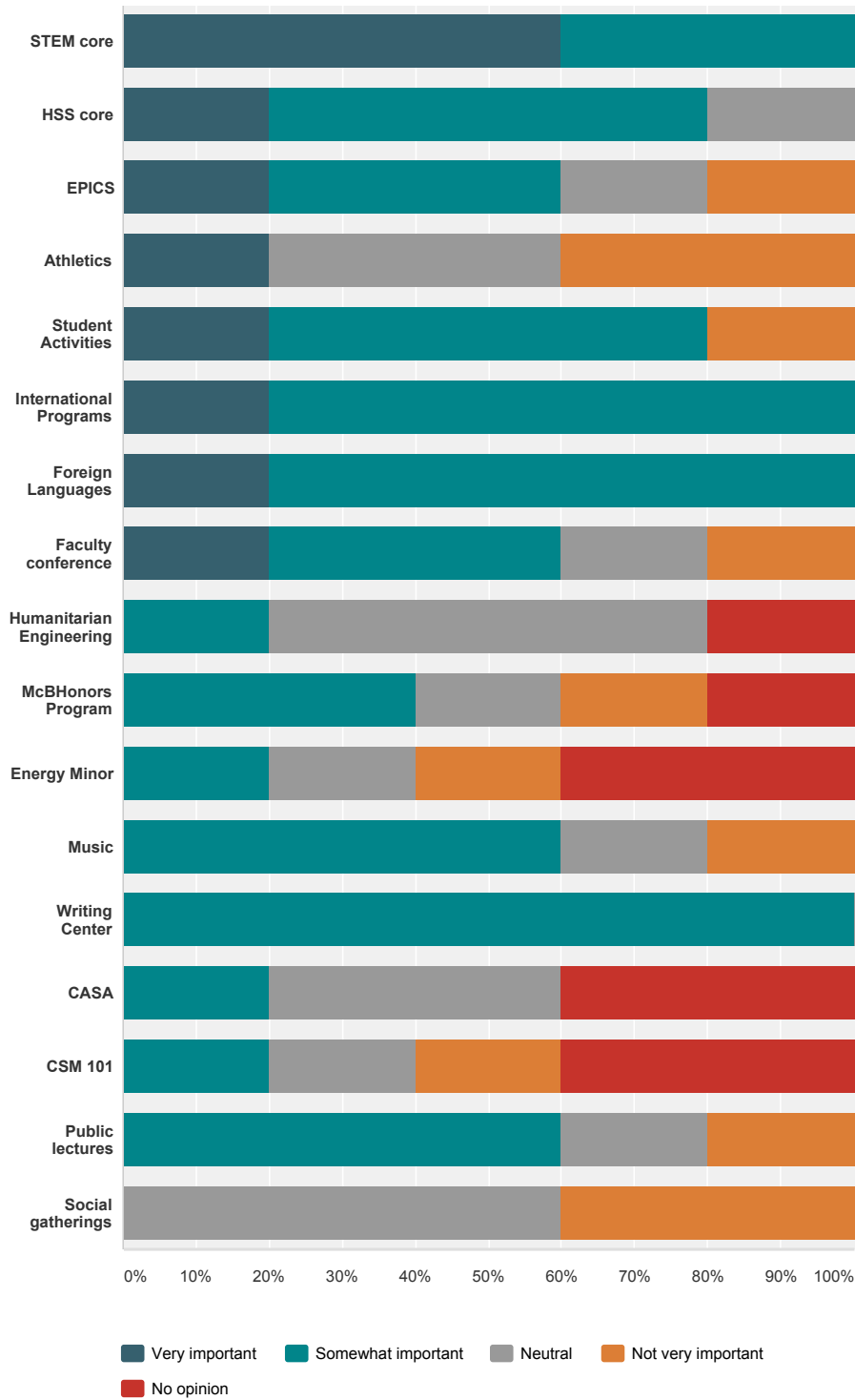


	Not at all	Very little	Somewhat	A great deal	Total
within your dept/unit	0.00% 0	0.00% 0	20.00% 1	80.00% 4	5
within your college	0.00% 0	40.00% 2	40.00% 2	20.00% 1	5
outside college, at CSM	0.00% 0	40.00% 2	60.00% 3	0.00% 0	5
in admin	80.00% 4	20.00% 1	0.00% 0	0.00% 0	5

Q29

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

Answered: 5 Skipped: 0



	Very important	Somewhat important	Neutral	Not very important	No opinion	Total
STEM core	60.00% 3	40.00% 2	0.00% 0	0.00% 0	0.00% 0	5
HSS core	20.00% 1	60.00% 3	20.00% 1	0.00% 0	0.00% 0	5
EPICS	20.00% 1	40.00% 2	20.00% 1	20.00% 1	0.00% 0	5
Athletics	20.00% 1	0.00% 0	40.00% 2	40.00% 2	0.00% 0	5
Student Activities	20.00% 1	60.00% 3	0.00% 0	20.00% 1	0.00% 0	5
International Programs	20.00% 1	80.00% 4	0.00% 0	0.00% 0	0.00% 0	5
Foreign	20.00%	80.00%	0.00%	0.00%	0.00%	

Languages	1	4	0	0	0	5
Faculty conference	20.00% 1	40.00% 2	20.00% 1	20.00% 1	0.00% 0	5
Humanitarian Engineering	0.00% 0	20.00% 1	60.00% 3	0.00% 0	20.00% 1	5
McBHonors Program	0.00% 0	40.00% 2	20.00% 1	20.00% 1	20.00% 1	5
Energy Minor	0.00% 0	20.00% 1	20.00% 1	20.00% 1	40.00% 2	5
Music	0.00% 0	60.00% 3	20.00% 1	20.00% 1	0.00% 0	5
Writing Center	0.00% 0	100.00% 5	0.00% 0	0.00% 0	0.00% 0	5
CASA	0.00% 0	20.00% 1	40.00% 2	0.00% 0	40.00% 2	5
CSM 101	0.00% 0	20.00% 1	20.00% 1	20.00% 1	40.00% 2	5
Public lectures	0.00% 0	60.00% 3	20.00% 1	20.00% 1	0.00% 0	5
Social gatherings	0.00% 0	0.00% 0	60.00% 3	40.00% 2	0.00% 0	5

Q30

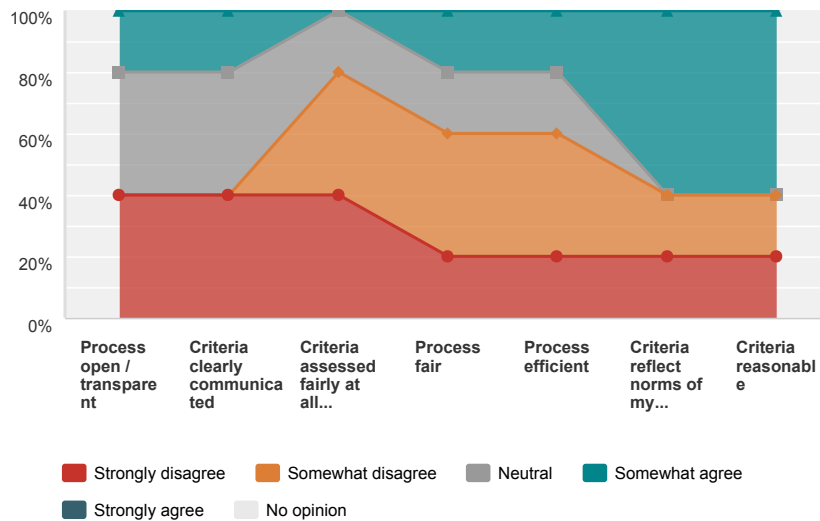
**Do you have any additional comments about mentorship and collaboration?
(optional)**

Answered: 0 Skipped: 5

Q31

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

Answered: 5 Skipped: 0



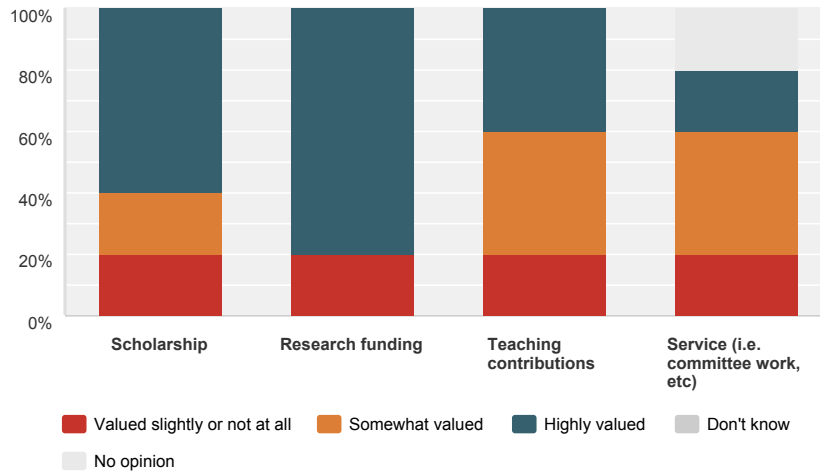
	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	No opinion	Total
Process open / transparent	40.00% 2	0.00% 0	40.00% 2	20.00% 1	0.00% 0	0.00% 0	5

Criteria clearly communicated	40.00% 2	0.00% 0	40.00% 2	20.00% 1	0.00% 0	0.00% 0	5
Criteria assessed fairly at all levels	40.00% 2	40.00% 2	20.00% 1	0.00% 0	0.00% 0	0.00% 0	5
Process fair	20.00% 1	40.00% 2	20.00% 1	20.00% 1	0.00% 0	0.00% 0	5
Process efficient	20.00% 1	40.00% 2	20.00% 1	20.00% 1	0.00% 0	0.00% 0	5
Criteria reflect norms of my discipline	20.00% 1	20.00% 1	0.00% 0	60.00% 3	0.00% 0	0.00% 0	5
Criteria reasonable	20.00% 1	20.00% 1	0.00% 0	60.00% 3	0.00% 0	0.00% 0	5

Q32

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

Answered: 5 Skipped: 0

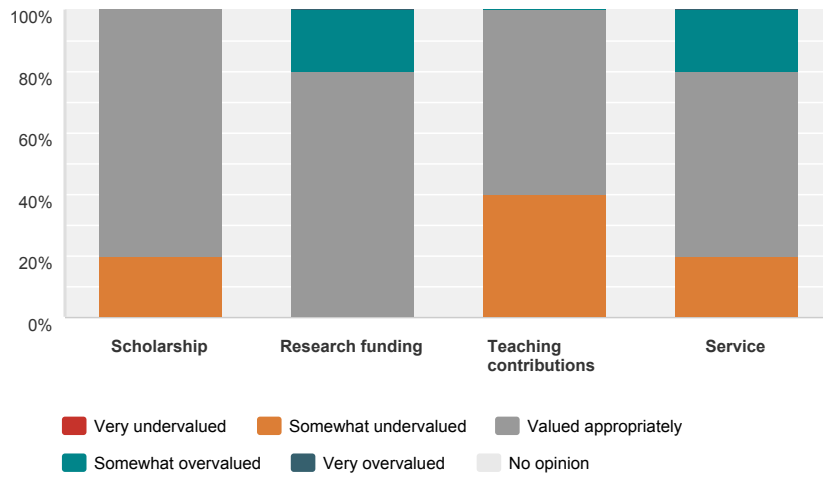


	Valued slightly or not at all	Somewhat valued	Highly valued	Don't know	No opinion	Total
Scholarship	20.00% 1	20.00% 1	60.00% 3	0.00% 0	0.00% 0	5
Research funding	20.00% 1	0.00% 0	80.00% 4	0.00% 0	0.00% 0	5
Teaching contributions	20.00% 1	40.00% 2	40.00% 2	0.00% 0	0.00% 0	5
Service (i.e. committee work, etc)	20.00% 1	40.00% 2	20.00% 1	0.00% 0	20.00% 1	5

Q33

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

Answered: 5 Skipped: 0



	Very undervalued	Somewhat undervalued	Valued appropriately	Somewhat overvalued	Very overvalued	No opinion	Total
Scholarship	0.00% 0	20.00% 1	80.00% 4	0.00% 0	0.00% 0	0.00% 0	5
Research funding	0.00% 0	0.00% 0	80.00% 4	20.00% 1	0.00% 0	0.00% 0	5
Teaching contributions	0.00% 0	40.00% 2	60.00% 3	0.00% 0	0.00% 0	0.00% 0	5
Service	0.00% 0	20.00% 1	60.00% 3	20.00% 1	0.00% 0	0.00% 0	5

Q34

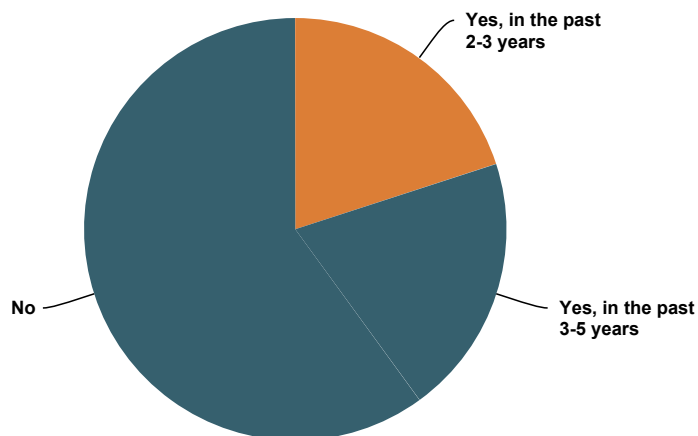
Do you have any additional comments about promotion and/or tenure? (optional)

Answered: 1 Skipped: 4

Q35

Have you applied for a job at another university recently?

Answered: 5 Skipped: 0



Answer Choices

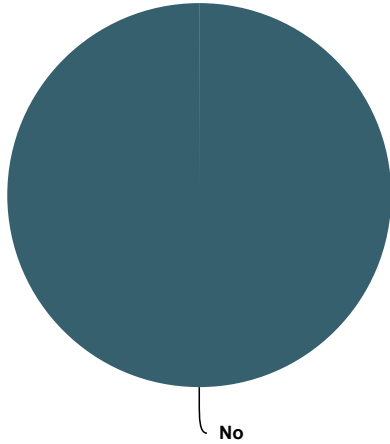
Responses

Yes, in the past year	0.00%	0
Yes, in the past 2-3 years	20.00%	1
Yes, in the past 3-5 years	20.00%	1
No	60.00%	3
Total		5

Q36

Have you applied for a job outside academia recently?

Answered: 5 Skipped: 0



Answer Choices	Responses	
Yes, in the past year	0.00%	0
Yes, in the past 2-3 years	0.00%	0
Yes, in the past 3-5 years	0.00%	0
No	100.00%	5
Total		5

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: 5 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

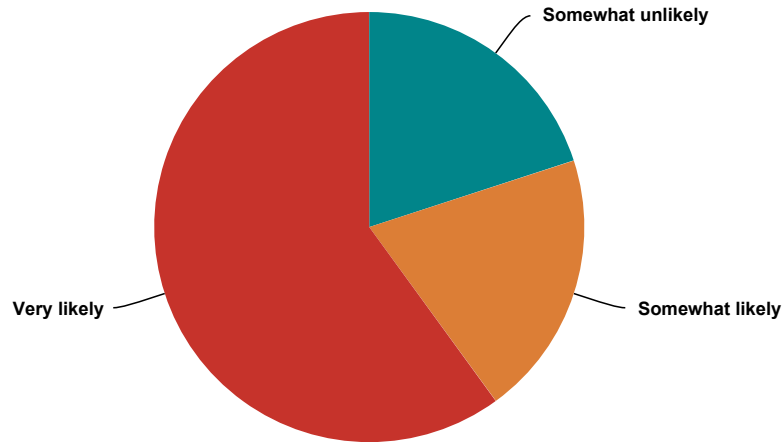
Equipment/laboratory/research start-up	0.00%	0
Employment for spouse/partner	0.00%	0
Received offer, but did not take to CSM leadership	20.00%	1
Not applicable	80.00%	4

Total Respondents: 5

Q38

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

Answered: 5 Skipped: 0



Answer Choices	Responses	
Very unlikely	0.00%	0
Somewhat unlikely	20.00%	1
Neither likely nor unlikely	0.00%	0
Somewhat likely	20.00%	1
Very likely	60.00%	3
Total		5

Q39

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

Answered: 5 Skipped: 0

	Not at all	To some extent	To a great extent	Not applicable	Total
To reduce stress	40.00% 2	0.00% 0	60.00% 3	0.00% 0	5
To enhance your career in other ways	40.00% 2	20.00% 1	40.00% 2	0.00% 0	5
To find a more supportive work environment	40.00% 2	20.00% 1	40.00% 2	0.00% 0	5
To find a more satisfying intellectual environment	60.00% 3	0.00% 0	40.00% 2	0.00% 0	5

To reduce workload	60.00% 3	0.00% 0	40.00% 2	0.00% 0	5
Retirement	60.00% 3	0.00% 0	40.00% 2	0.00% 0	5
Great opportunities in my field	40.00% 2	20.00% 1	40.00% 2	0.00% 0	5
To increase your time to do research	40.00% 2	40.00% 2	20.00% 1	0.00% 0	5
To improve the employment situation of your spouse/partner	80.00% 4	0.00% 0	20.00% 1	0.00% 0	5
To increase your salary	80.00% 4	20.00% 1	0.00% 0	0.00% 0	5
To improve your prospects for tenure	60.00% 3	20.00% 1	0.00% 0	20.00% 1	5
To pursue a nonacademic job	100.00% 5	0.00% 0	0.00% 0	0.00% 0	5
To address child-related issues	100.00% 5	0.00% 0	0.00% 0	0.00% 0	5
To lower your cost of living	100.00% 5	0.00% 0	0.00% 0	0.00% 0	5
Benefits	100.00% 5	0.00% 0	0.00% 0	0.00% 0	5
To live elsewhere	80.00% 4	20.00% 1	0.00% 0	0.00% 0	5

Q40

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

Answered: 5 Skipped: 0

	Not at all	To some extent	To a great extent	Not applicable	Total
Open intellectual environment	20.00% 1	20.00% 1	60.00% 3	0.00% 0	5
Supportive work environment	20.00% 1	40.00% 2	40.00% 2	0.00% 0	5
Other career benefits	40.00% 2	40.00% 2	20.00% 1	0.00% 0	5
Living in the area	40.00% 2	40.00% 2	20.00% 1	0.00% 0	5
Salary	20.00% 1	80.00% 4	0.00% 0	0.00% 0	5
Tenure or prospects for tenure	40.00% 2	60.00% 3	0.00% 0	0.00% 0	5
Time to do research	25.00% 1	75.00% 3	0.00% 0	0.00% 0	4
Stress level	100.00% 5	0.00% 0	0.00% 0	0.00% 0	5
Workload	100.00% 5	0.00% 0	0.00% 0	0.00% 0	5
Child-related issues	100.00% 5	0.00% 0	0.00% 0	0.00% 0	5
Employment situation of your spouse/partner	100.00% 5	0.00% 0	0.00% 0	0.00% 0	5
Cost of living	100.00% 5	0.00% 0	0.00% 0	0.00% 0	5
Retirement	80.00% 4	20.00% 1	0.00% 0	0.00% 0	5

Benefits	60.00% 3	40.00% 2	0.00% 0	0.00% 0	5
Lack of opportunities in my field	80.00% 4	20.00% 1	0.00% 0	0.00% 0	5

Q41

Please indicate the extent to which each of the following aspects of your life outside CSM has been a source of stress for you over the past twelve months?

Answered: 5 Skipped: 0

	Not at all	Somewhat	Extensive	Not applicable	Total
Your health	60.00% 3	20.00% 1	20.00% 1	0.00% 0	5
Being part of a dual-career couple	80.00% 4	0.00% 0	20.00% 1	0.00% 0	5
Managing household responsibilities	80.00% 4	20.00% 1	0.00% 0	0.00% 0	5
Childcare	80.00% 4	20.00% 1	0.00% 0	0.00% 0	5
Care of someone who is ill, disabled, aging, and/or in need of special services	80.00% 4	20.00% 1	0.00% 0	0.00% 0	5
Cost of living	100.00% 5	0.00% 0	0.00% 0	0.00% 0	5
Commuting to and from work	100.00% 5	0.00% 0	0.00% 0	0.00% 0	5
Time to spend with family	0.00% 0	100.00% 5	0.00% 0	0.00% 0	5

Q42

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

Answered: 4 Skipped: 1

Answer Choices	Average Number	Total Number	Responses
0-5 yrs	1	2	2
6-17 yrs	1	1	2
18-23 yrs	1	2	3
23+ yrs	1	1	2

Total Respondents: 4

Q43

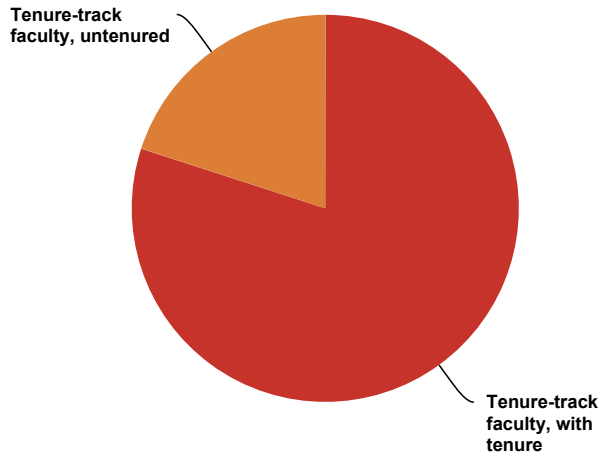
Do you have any additional comments about hiring and retention? (optional)

Answered: 1 Skipped: 4

Q44

What is your current position?

Answered: 5 Skipped: 0



Answer Choices	Responses	
Tenure-track faculty, with tenure	80.00%	4
Tenure-track faculty, untenured	20.00%	1
Teaching Faculty	0.00%	0
Research Faculty	0.00%	0
Library Faculty	0.00%	0
Other	0.00%	0
I prefer not to say	0.00%	0
Total		5

Q45

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

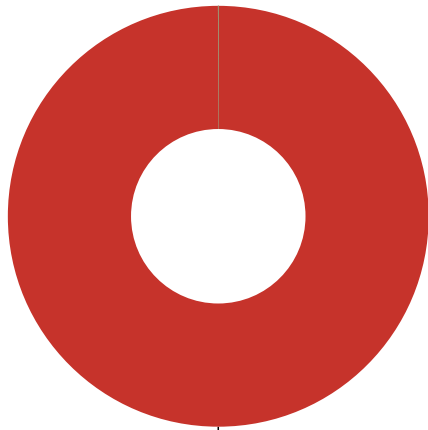
Answered: 5 Skipped: 0

Answer Choices	Responses	
1-3 years	20.00%	1
4-9 years	20.00%	1
10+ years	60.00%	3
I prefer not to say	0.00%	0
Total		5

Q46

In which department/unit is your primary appointment?

Answered: 5 Skipped: 0



Geophysics

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	0.00%	0
Geophysics	100.00%	5
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		5

Q47

Gender

Answered: 5 Skipped: 0

Answer Choices	Responses	
Male	100.00%	5
Female	0.00%	0
I prefer not to say	0.00%	0
Total		5

Q48

Race/ethnicity

Answered: 5 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	100.00%	5
I prefer not to say	0.00%	0
Total		5

Q49

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

Answered: 0 Skipped: 5

Q50

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

Answered: 0 Skipped: 5