

CSM Faculty Climate Survey - Liberal Arts and International Studies

These are summary results for Liberal Arts and International Studies only.

All Pages

13 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: 13 Skipped: 0

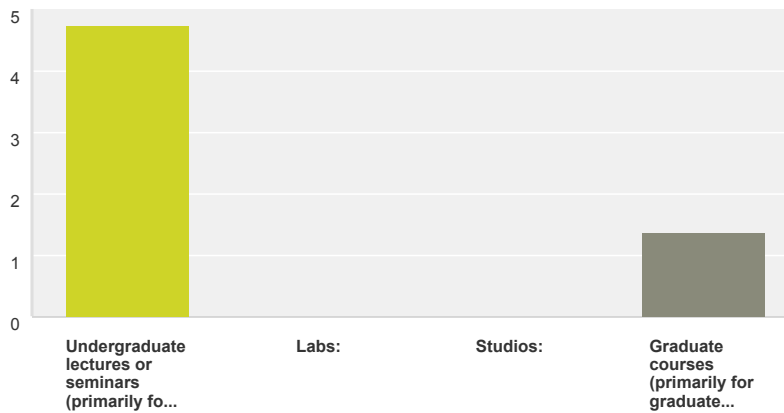
Answer Choices	Average Number	Total Number	Responses
Total number of sections/courses taught:	5	68	13
Total distinct preps (# sections):	4	49	13
Total credit hours delivered:	16	213	13
Total credit hours bought-out for research:	1	9	12
Total students in all sections:	145	1,887	13

Total Respondents: 13

Q2

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

Answered: 12 Skipped: 1



Answer Choices	Average Number	Total Number	Responses
Undergraduate lectures or seminars (primarily for undergraduates):	5	57	12
Labs:	0	0	8
Studios:	0	0	8
Graduate courses (primarily for graduate students):	1	11	8

Total Respondents: 12

Q3

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

Answered: 13 Skipped: 0

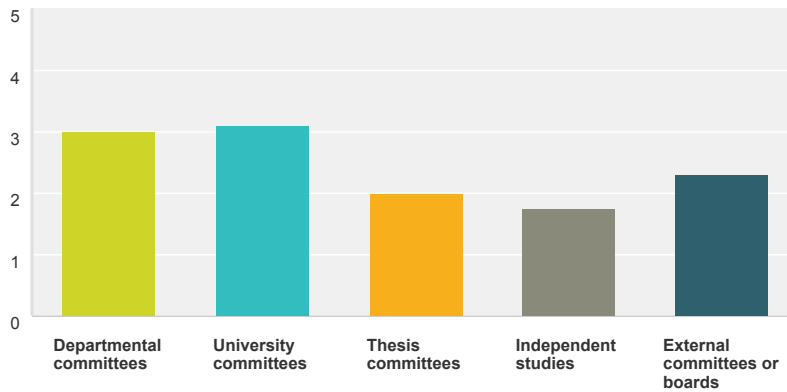
Answer Choices	Responses	
Yes, research related (e.g. charge-outs)	15.38%	2
Yes, service or administration related (e.g. program director, dept head., etc.)	38.46%	5
Yes, for other reasons	0.00%	0
No	61.54%	8

Total Respondents: 13

Q4

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

Answered: 13 Skipped: 0



Answer Choices	Average Number	Total Number	Responses
Departmental committees	3	39	13
University committees	3	34	11
Thesis committees	2	18	9
Independent studies	2	21	12
External committees or boards	2	23	10

Total Respondents: 13

Q5

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

Answered: 13 Skipped: 0

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

Chair of a departmental or university committee	41.67% 5	50.00% 6	25.00% 3	12
Director of center, program, or institute	46.15% 6	38.46% 5	30.77% 4	13
Course coordinator	58.33% 7	8.33% 1	41.67% 5	12
Other administrative capacity (e.g. assistant dept head)	63.64% 7	9.09% 1	27.27% 3	11
Director or Head of department/division	91.67% 11	0.00% 0	8.33% 1	12

Q6

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

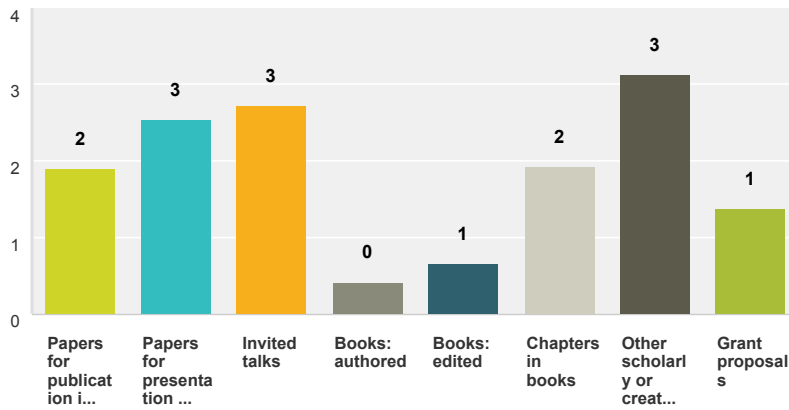
Answered: 13 Skipped: 0

	Teaching relief	Extra compensation	No	Total Respondents
Director or Head of department/division	16.67% 1	16.67% 1	83.33% 5	6
Director of center, program, or institute	50.00% 5	30.00% 3	30.00% 3	10
Chair of a committee	0.00% 0	0.00% 0	100.00% 10	10
Course coordinator	37.50% 3	0.00% 0	75.00% 6	8
Other administrative capacity (e.g. assistant dept head)	0.00% 0	0.00% 0	100.00% 6	6

Q7

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

Answered: 13 Skipped: 0



Answer Choices	Average Number	Total Number	Responses
Papers for publication in peer-reviewed journals	2	21	11
Papers for presentation at conferences	3	33	13
Invited talks	3	30	11
Books: authored	0	3	7
Books: edited	1	6	9
Chapters in books	2	23	12
Other scholarly or creative works	3	25	8
Grant proposals	1	11	8

Total Respondents: 13

Q8

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

Answered: 9 Skipped: 4

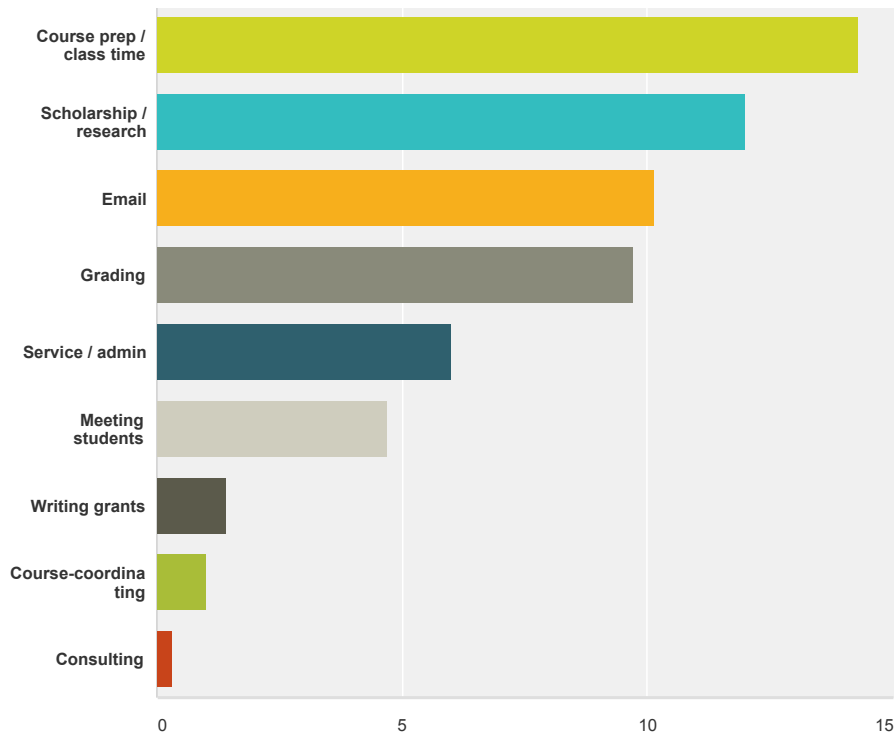
Answer Choices	Average Number	Total Number	Responses
# MS students/advisees	1	7	9
# PhD students/advisees	0	1	8

Total Respondents: 9

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: 13 Skipped: 0



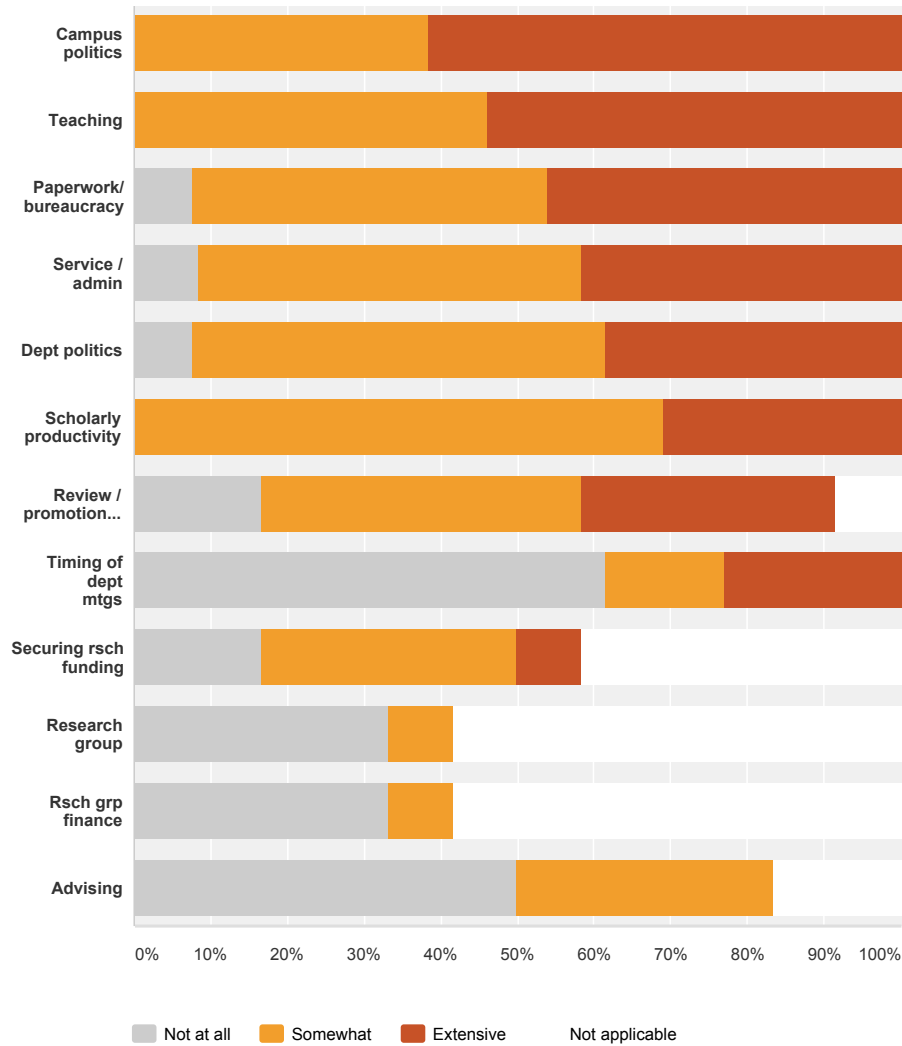
Answer Choices	Average Number	Total Number	Responses
Course prep / class time	14	186	13
Scholarship / research	12	156	13
Email	10	132	13
Grading	10	126	13
Service / admin	6	78	13
Meeting students	5	61	13
Writing grants	1	14	10
Course-coordinating	1	11	11
Consulting	0	3	10

Total Respondents: 13

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: 13 Skipped: 0

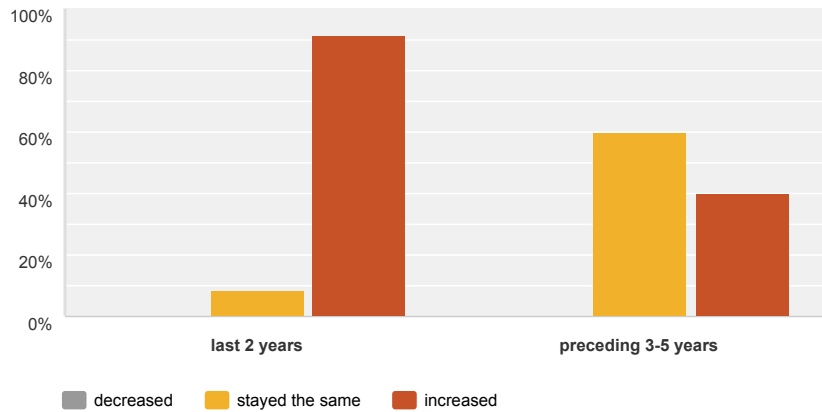


	Not at all	Somewhat	Extensive	Not applicable	Total
Campus politics	0.00% 0	38.46% 5	61.54% 8	0.00% 0	13
Teaching	0.00% 0	46.15% 6	53.85% 7	0.00% 0	13
Paperwork/ bureaucracy	7.69% 1	46.15% 6	46.15% 6	0.00% 0	13
Service / admin	8.33% 1	50.00% 6	41.67% 5	0.00% 0	12
Dept politics	7.69% 1	53.85% 7	38.46% 5	0.00% 0	13
Scholarly productivity	0.00% 0	69.23% 9	30.77% 4	0.00% 0	13
Review / promotion process	16.67% 2	41.67% 5	33.33% 4	8.33% 1	12
Timing of dept mtgs	61.54% 8	15.38% 2	23.08% 3	0.00% 0	13
Securing rsch funding	16.67% 2	33.33% 4	8.33% 1	41.67% 5	12
Research group	33.33% 4	8.33% 1	0.00% 0	58.33% 7	12
Rsch grp finance	33.33% 4	8.33% 1	0.00% 0	58.33% 7	12
Advising	50.00% 6	33.33% 4	0.00% 0	16.67% 2	12

Q11

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

Answered: 13 Skipped: 0

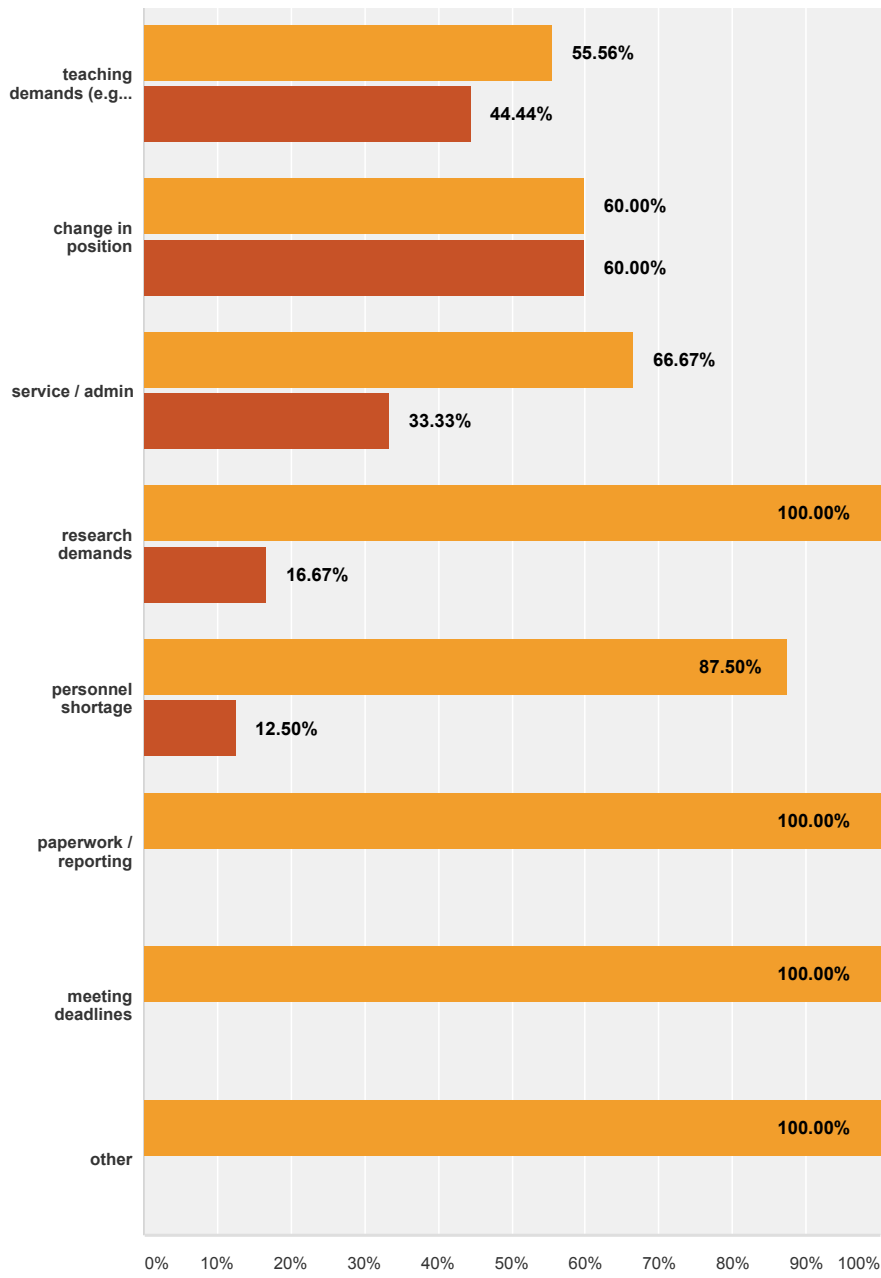


	decreased	stayed the same	increased	Total
last 2 years	0.00% 0	8.33% 1	91.67% 11	12
preceding 3-5 years	0.00% 0	60.00% 6	40.00% 4	10

Q12

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

Answered: 12 Skipped: 1



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

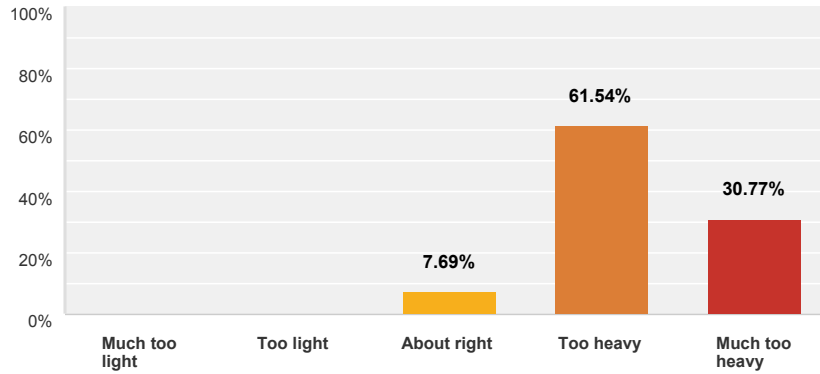
	contributed to increase (check all that apply)	single most significant factor (check one)	Total Respondents
teaching demands (e.g. increased student numbers)	55.56% 5	44.44% 4	9
change in position	60.00% 3	60.00% 3	5
service / admin	66.67% 6	33.33% 3	9
research demands	100.00% 6	16.67% 1	6
personnel shortage	87.50% 7	12.50% 1	8
paperwork / reporting	100.00% 6	0.00% 0	6
meeting deadlines	100.00% 7	0.00% 0	7

other	100.00% 1	0.00% 0	1
-------	--------------	------------	---

Q13

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

Answered: 13 Skipped: 0



Answer Choices	Responses
Much too light	0.00% 0
Too light	0.00% 0
About right	7.69% 1
Too heavy	61.54% 8
Much too heavy	30.77% 4
Total	13

Q14

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

Answered: 7 Skipped: 6

Q15

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

Answered: 13 Skipped: 0

	Very dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Very satisfied	Not applicable	Total
Salary	38.46% 5	23.08% 3	0.00% 0	30.77% 4	7.69% 1	0.00% 0	13
Start-up funds	30.77% 4	7.69% 1	7.69% 1	15.38% 2	23.08% 3	15.38% 2	13
Length of contract	23.08% 3	15.38% 2	15.38% 2	0.00% 0	23.08% 3	23.08% 3	13
Benefits	0.00% 0	0.00% 0	7.69% 1	23.08% 3	69.23% 9	0.00% 0	13

Q16

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

Answered: 13 Skipped: 0

	Very dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Very satisfied	Not applicable	Total
Number or breadth of faculty within department/unit to deliver curriculum	61.54% 8	23.08% 3	7.69% 1	7.69% 1	0.00% 0	0.00% 0	13
Number or breadth of faculty within department/unit to advance research	53.85% 7	23.08% 3	7.69% 1	7.69% 1	7.69% 1	0.00% 0	13
Library resources	23.08% 3	38.46% 5	7.69% 1	15.38% 2	15.38% 2	0.00% 0	13
Support for submitting grants	23.08% 3	15.38% 2	23.08% 3	15.38% 2	0.00% 0	23.08% 3	13
Availability of nearby parking	15.38% 2	38.46% 5	7.69% 1	15.38% 2	23.08% 3	0.00% 0	13
Classroom space	15.38% 2	38.46% 5	7.69% 1	23.08% 3	15.38% 2	0.00% 0	13
Computer resources	15.38% 2	23.08% 3	15.38% 2	23.08% 3	23.08% 3	0.00% 0	13
Instructional/classroom technology	15.38% 2	15.38% 2	23.08% 3	38.46% 5	7.69% 1	0.00% 0	13
Staff support	7.69% 1	30.77% 4	46.15% 6	15.38% 2	0.00% 0	0.00% 0	13
Office space	0.00% 0	7.69% 1	7.69% 1	46.15% 6	38.46% 5	0.00% 0	13
Lab or research space	0.00% 0	7.69% 1	7.69% 1	0.00% 0	0.00% 0	84.62% 11	13

Q17

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

Answered: 13 Skipped: 0

	Very dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Very satisfied	Not applicable	Total
Time available for scholarly work	30.77% 4	53.85% 7	15.38% 2	0.00% 0	0.00% 0	0.00% 0	13
Intellectual stimulation of your work environment	23.08% 3	23.08% 3	15.38% 2	23.08% 3	15.38% 2	0.00% 0	13
Access to teaching assistants	15.38% 2	23.08% 3	15.38% 2	15.38% 2	15.38% 2	15.38% 2	13
Teaching responsibilities	7.69% 1	30.77% 4	7.69% 1	38.46% 5	15.38% 2	0.00% 0	13
Quality of graduate students	7.69% 1	0.00% 0	30.77% 4	15.38% 2	15.38% 2	30.77% 4	13
Access to students for research projects	7.69% 1	15.38% 2	23.08% 3	15.38% 2	0.00% 0	38.46% 5	13

Advising responsibilities	0.00% 0	0.00% 0	50.00% 6	8.33% 1	25.00% 3	16.67% 2	12
Committee and administrative responsibilities	0.00% 0	46.15% 6	46.15% 6	7.69% 1	0.00% 0	0.00% 0	13

Q18

How important are the following to you?:

Answered: 13 Skipped: 0

	Very important	Somewhat important	Neutral	Somewhat unimportant	Not very important	Not applicable	Total
Academic freedom	100.00% 13	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	13
Faculty input in decision-making	100.00% 13	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	13
Teaching undergraduate students	84.62% 11	7.69% 1	7.69% 1	0.00% 0	0.00% 0	0.00% 0	13
Diversity on campus	84.62% 11	15.38% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	13
Open environment for discussing differing ideas	91.67% 11	8.33% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	12
Conducting research/scholarship	76.92% 10	23.08% 3	0.00% 0	0.00% 0	0.00% 0	0.00% 0	13
Intellectual activities with colleagues	61.54% 8	38.46% 5	0.00% 0	0.00% 0	0.00% 0	0.00% 0	13
Engage in service/committee work	30.77% 4	30.77% 4	23.08% 3	7.69% 1	7.69% 1	0.00% 0	13
Engage in student life/ activities	23.08% 3	38.46% 5	15.38% 2	0.00% 0	23.08% 3	0.00% 0	13
Teaching graduate students	23.08% 3	23.08% 3	23.08% 3	7.69% 1	0.00% 0	23.08% 3	13
Social activities with colleagues	15.38% 2	69.23% 9	15.38% 2	0.00% 0	0.00% 0	0.00% 0	13

Q19

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

Answered: 6 Skipped: 7

Q20

Please indicate your agreement or disagreement with the following statements:

Answered: 13 Skipped: 0

	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	Not applicable	Total
The creation of colleges has made my professional life better	53.85% 7	38.46% 5	7.69% 1	0.00% 0	0.00% 0	0.00% 0	13
I feel comfortable expressing my views openly	38.46% 5	15.38% 2	7.69% 1	30.77% 4	7.69% 1	0.00% 0	13

If I had to decide all over again to be a faculty member at CSM, I would again chose to be here	23.08% 3	30.77% 4	0.00% 0	30.77% 4	15.38% 2	0.00% 0	13
I feel I am given the opportunity to serve on important committees	15.38% 2	0.00% 0	0.00% 0	38.46% 5	46.15% 6	0.00% 0	13
I am able to make decisions about my areas of responsibility	15.38% 2	46.15% 6	7.69% 1	30.77% 4	0.00% 0	0.00% 0	13
The quality of my scholarship is positively affected by my interactions with CSM colleagues	7.69% 1	30.77% 4	7.69% 1	46.15% 6	7.69% 1	0.00% 0	13
My department/unit is a good fit for me	7.69% 1	15.38% 2	7.69% 1	30.77% 4	38.46% 5	0.00% 0	13
My department/unit is a place where individual faculty may comfortably raise personal and/or family responsibilities when scheduling department/unit obligations	7.69% 1	23.08% 3	7.69% 1	30.77% 4	30.77% 4	0.00% 0	13
I have to work harder than some of my colleagues to be perceived as a legitimate scholar	7.69% 1	15.38% 2	15.38% 2	30.77% 4	15.38% 2	15.38% 2	13
My colleagues value my research/scholarship	0.00% 0	38.46% 5	23.08% 3	38.46% 5	0.00% 0	0.00% 0	13
My colleagues value my contributions to teaching and advising	0.00% 0	23.08% 3	0.00% 0	61.54% 8	15.38% 2	0.00% 0	13
My colleagues value my service and administrative contributions	0.00% 0	23.08% 3	15.38% 2	53.85% 7	7.69% 1	0.00% 0	13

Q21

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

Answered: 13 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	23.08% 3	15.38% 2	30.77% 4	23.08% 3	7.69% 1	0.00% 0	13
Decision-making is collaborative and transparent	23.08% 3	30.77% 4	7.69% 1	30.77% 4	7.69% 1	0.00% 0	13
Decision-making is efficient	23.08% 3	30.77% 4	0.00% 0	23.08% 3	23.08% 3	0.00% 0	13
Decision-making reflects sound priorities and relevant data	23.08% 3	38.46% 5	7.69% 1	23.08% 3	7.69% 1	0.00% 0	13
I have a voice in decision-	23.08% 3	15.38% 2	7.69% 1	46.15% 6	7.69% 1	0.00% 0	13

making							
I feel comfortable, included, and valued	23.08% 3	0.00% 0	15.38% 2	46.15% 6	15.38% 2	0.00% 0	13
Interdisciplinary research is valued and supported	15.38% 2	7.69% 1	0.00% 0	46.15% 6	30.77% 4	0.00% 0	13
Decision-making is fair	15.38% 2	46.15% 6	0.00% 0	30.77% 4	7.69% 1	0.00% 0	13
Department/unit creates a collegial and supportive environment	7.69% 1	7.69% 1	15.38% 2	46.15% 6	23.08% 3	0.00% 0	13
Diversity of opinion is respected and valued	7.69% 1	23.08% 3	23.08% 3	30.77% 4	15.38% 2	0.00% 0	13

Q22

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

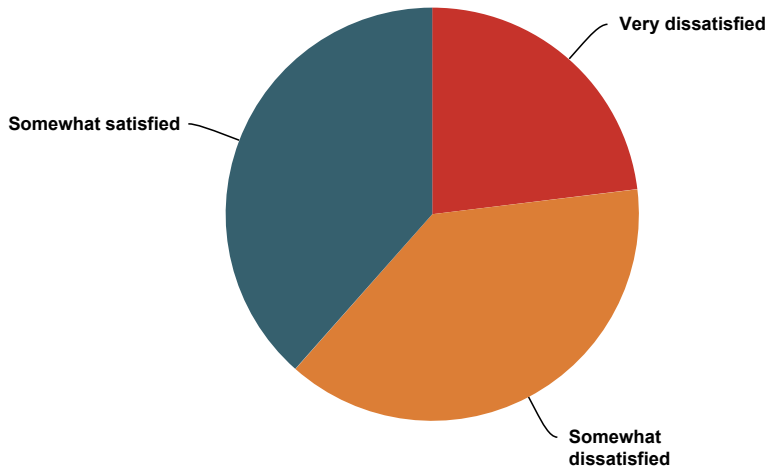
Answered: 13 Skipped: 0

	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	Not applicable	Total
Decision-making is collaborative and transparent	100.00% 13	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	13
Decision-making is fair	92.31% 12	7.69% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	13
Decision-making is efficient	84.62% 11	7.69% 1	0.00% 0	0.00% 0	0.00% 0	7.69% 1	13
Decision-making reflects sound priorities and relevant data	84.62% 11	15.38% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	13
I have a voice in decision-making	76.92% 10	15.38% 2	7.69% 1	0.00% 0	0.00% 0	0.00% 0	13
Diversity of opinion is respected and valued	69.23% 9	15.38% 2	7.69% 1	7.69% 1	0.00% 0	0.00% 0	13
CSM creates a collegial and supportive environment	53.85% 7	15.38% 2	23.08% 3	7.69% 1	0.00% 0	0.00% 0	13
I feel comfortable, included, and valued	53.85% 7	38.46% 5	0.00% 0	7.69% 1	0.00% 0	0.00% 0	13
CSM helps me obtain or manage the resources I need	38.46% 5	46.15% 6	7.69% 1	7.69% 1	0.00% 0	0.00% 0	13
Interdisciplinary research is valued and supported	23.08% 3	53.85% 7	0.00% 0	23.08% 3	0.00% 0	0.00% 0	13

Q23

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

Answered: 13 Skipped: 0

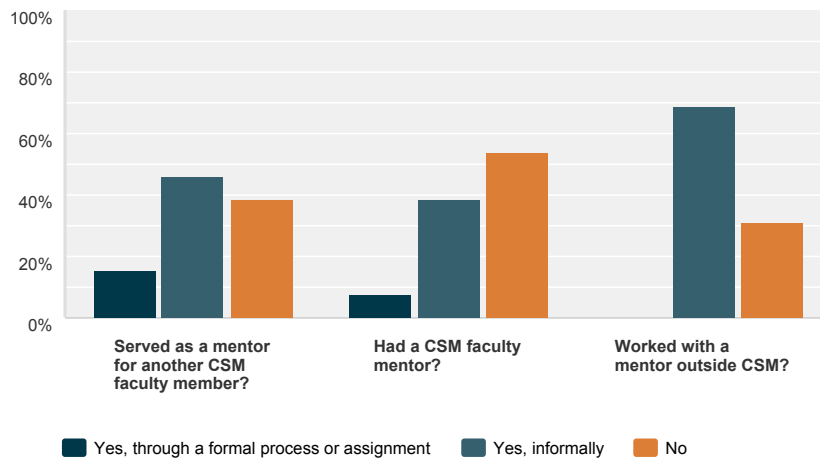


Answer Choices	Responses	Count
Very dissatisfied	23.08%	3
Somewhat dissatisfied	38.46%	5
Neither satisfied nor dissatisfied	0.00%	0
Somewhat satisfied	38.46%	5
Very satisfied	0.00%	0
Total		13

Q24

While at CSM, have you:

Answered: 13 Skipped: 0



	Yes, through a formal process or assignment	Yes, informally	No	Total
Served as a mentor for another CSM faculty member?	15.38% 2	46.15% 6	38.46% 5	13
Had a CSM faculty mentor?	7.69% 1	38.46% 5	53.85% 7	13

Worked with a mentor outside CSM?

0.00%
0

69.23%
9

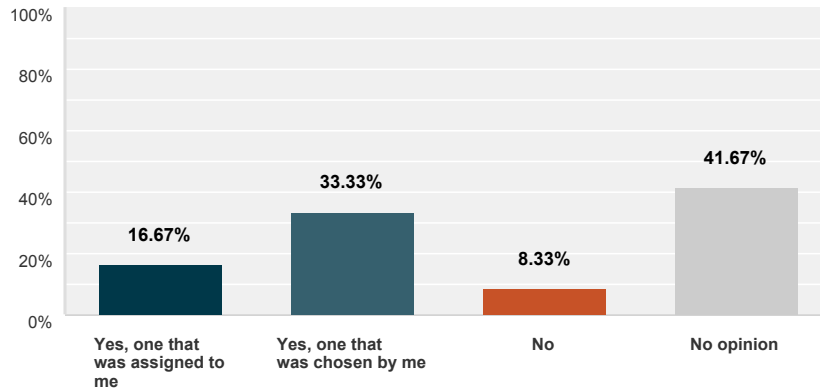
30.77%
4

13

Q25

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

Answered: 12 Skipped: 1

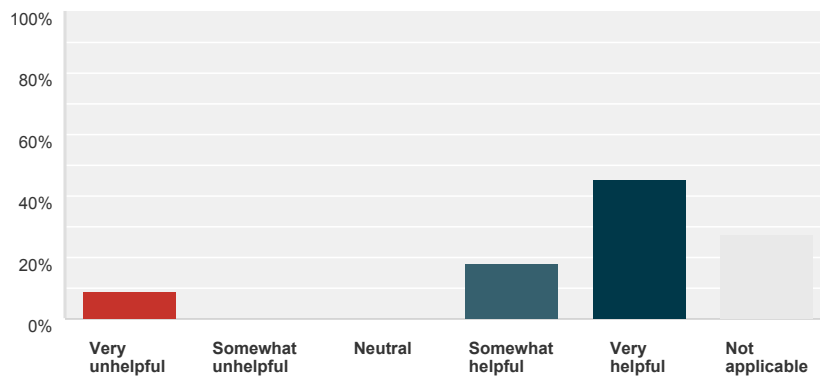


Answer Choices	Responses	
Yes, one that was assigned to me	16.67%	2
Yes, one that was chosen by me	33.33%	4
No	8.33%	1
No opinion	41.67%	5
Total		12

Q26

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

Answered: 11 Skipped: 2



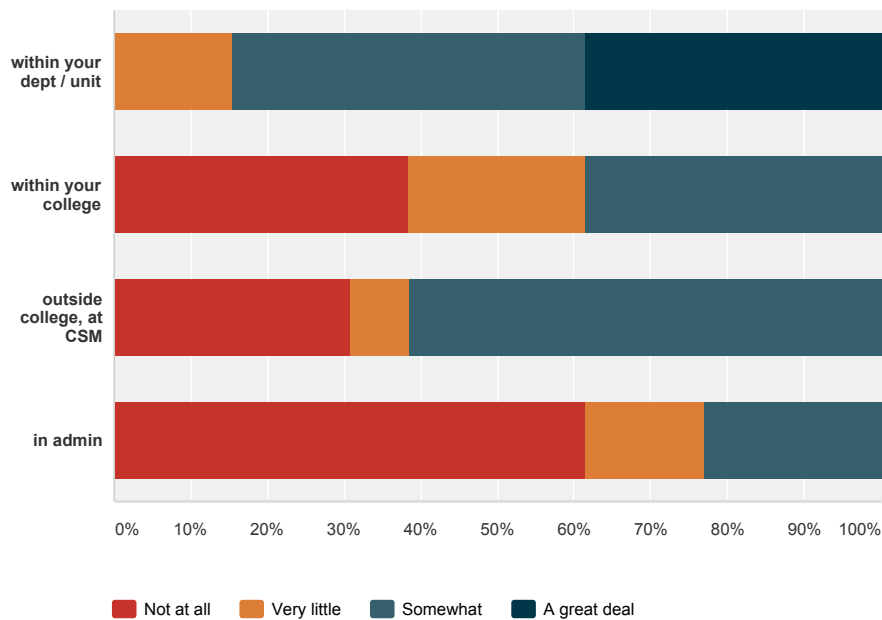
Answer Choices	Responses	
Very unhelpful	9.09%	1
Somewhat unhelpful	0.00%	0
Neutral	0.00%	0

Somewhat helpful	18.18%	2
Very helpful	45.45%	5
Not applicable	27.27%	3
Total		11

Q27

To what extent have you collaborated with colleagues:

Answered: 13 Skipped: 0

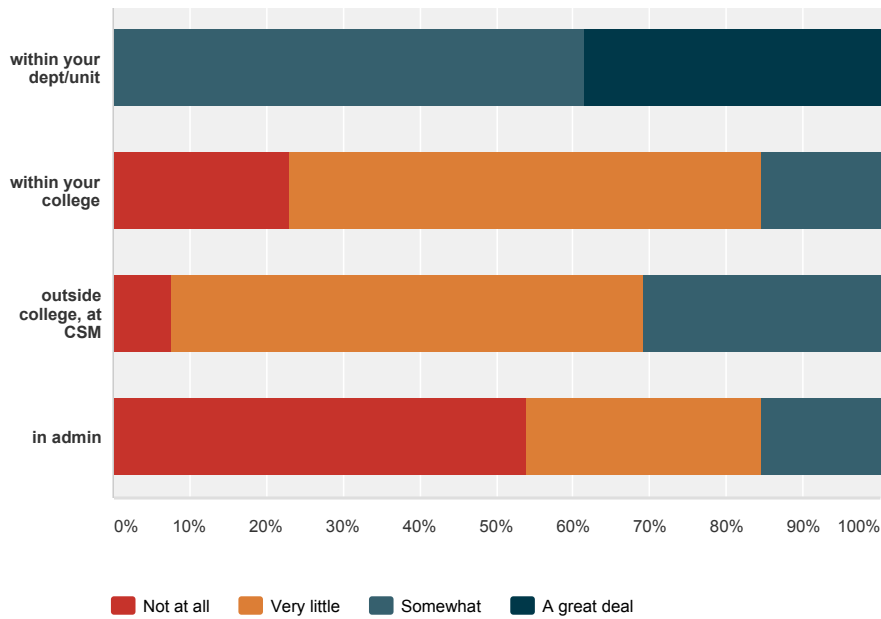


	Not at all	Very little	Somewhat	A great deal	Total
within your dept / unit	0.00% 0	15.38% 2	46.15% 6	38.46% 5	13
within your college	38.46% 5	23.08% 3	38.46% 5	0.00% 0	13
outside college, at CSM	30.77% 4	7.69% 1	61.54% 8	0.00% 0	13
in admin	61.54% 8	15.38% 2	23.08% 3	0.00% 0	13

Q28

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

Answered: 13 Skipped: 0

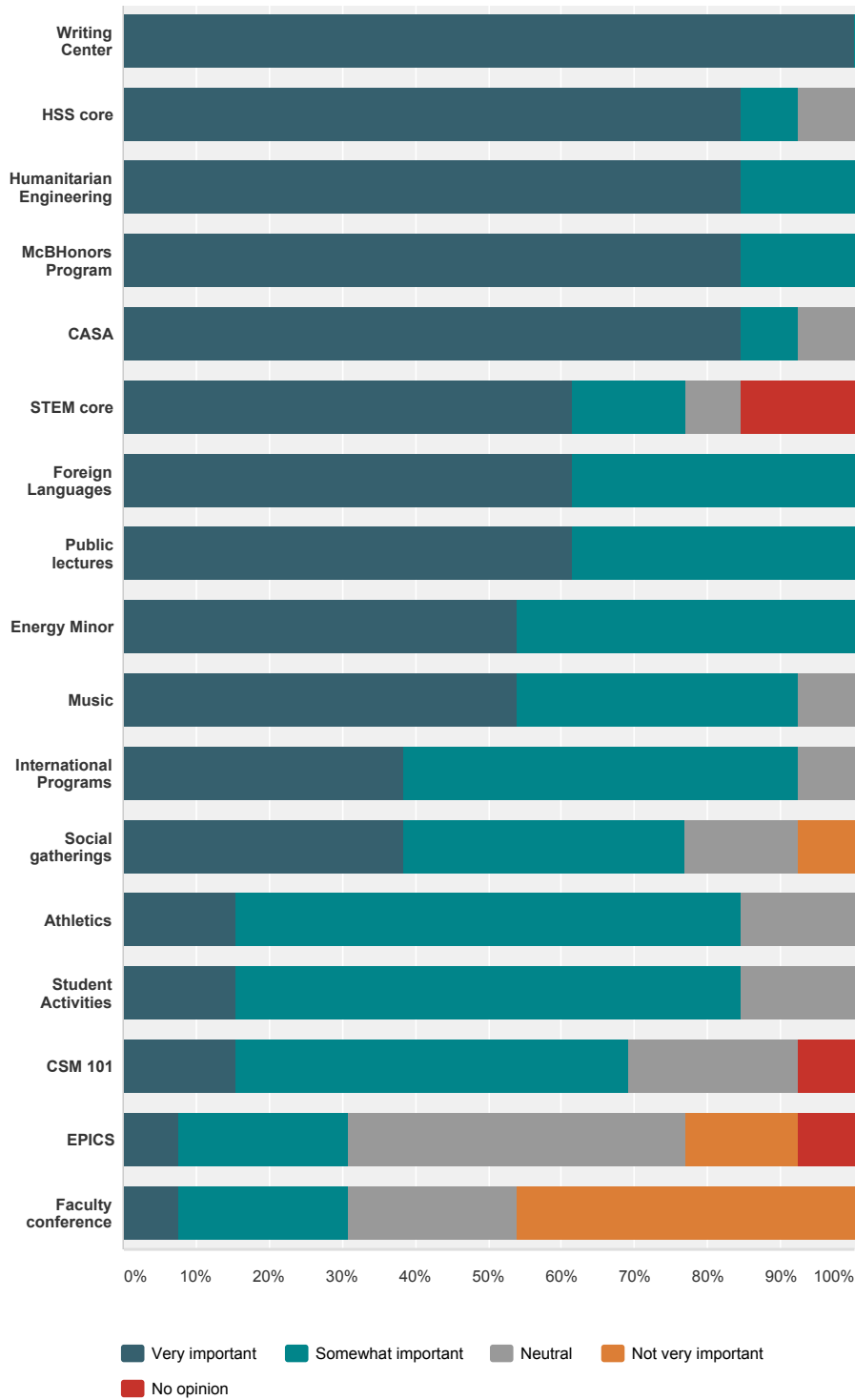


	Not at all	Very little	Somewhat	A great deal	Total
within your dept/unit	0.00% 0	0.00% 0	61.54% 8	38.46% 5	13
within your college	23.08% 3	61.54% 8	15.38% 2	0.00% 0	13
outside college, at CSM	7.69% 1	61.54% 8	30.77% 4	0.00% 0	13
in admin	53.85% 7	30.77% 4	15.38% 2	0.00% 0	13

Q29

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

Answered: 13 Skipped: 0



	Very important	Somewhat important	Neutral	Not very important	No opinion	Total
Writing Center	100.00% 13	0.00% 0	0.00% 0	0.00% 0	0.00% 0	13
HSS core	84.62% 11	7.69% 1	7.69% 1	0.00% 0	0.00% 0	13
Humanitarian Engineering	84.62% 11	15.38% 2	0.00% 0	0.00% 0	0.00% 0	13
McBHonors Program	84.62% 11	15.38% 2	0.00% 0	0.00% 0	0.00% 0	13
CASA	84.62% 11	7.69% 1	7.69% 1	0.00% 0	0.00% 0	13
STEM core	61.54% 8	15.38% 2	7.69% 1	0.00% 0	15.38% 2	13
Foreign	61.54%	38.46%	0.00%	0.00%	0.00%	

Languages	8	5	0	0	0	13
Public lectures	61.54% 8	38.46% 5	0.00% 0	0.00% 0	0.00% 0	13
Energy Minor	53.85% 7	46.15% 6	0.00% 0	0.00% 0	0.00% 0	13
Music	53.85% 7	38.46% 5	7.69% 1	0.00% 0	0.00% 0	13
International Programs	38.46% 5	53.85% 7	7.69% 1	0.00% 0	0.00% 0	13
Social gatherings	38.46% 5	38.46% 5	15.38% 2	7.69% 1	0.00% 0	13
Athletics	15.38% 2	69.23% 9	15.38% 2	0.00% 0	0.00% 0	13
Student Activities	15.38% 2	69.23% 9	15.38% 2	0.00% 0	0.00% 0	13
CSM 101	15.38% 2	53.85% 7	23.08% 3	0.00% 0	7.69% 1	13
EPICS	7.69% 1	23.08% 3	46.15% 6	15.38% 2	7.69% 1	13
Faculty conference	7.69% 1	23.08% 3	23.08% 3	46.15% 6	0.00% 0	13

Q30

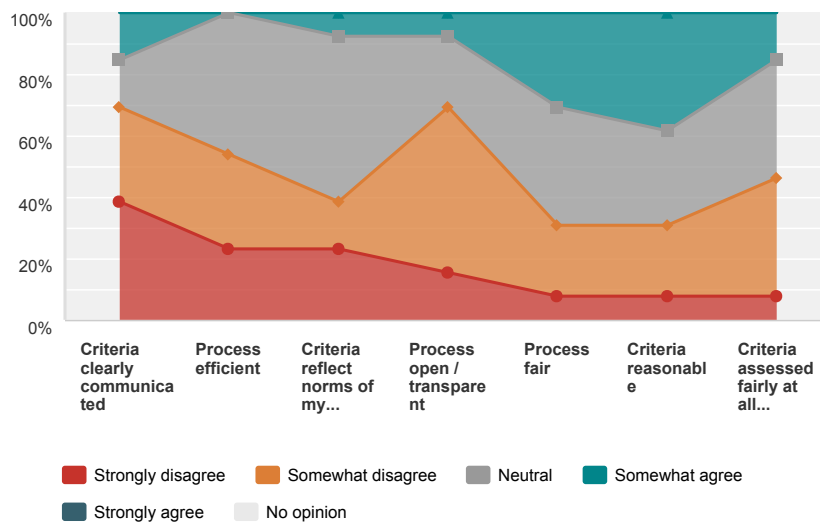
Do you have any additional comments about mentorship and collaboration? (optional)

Answered: 3 Skipped: 10

Q31

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

Answered: 13 Skipped: 0



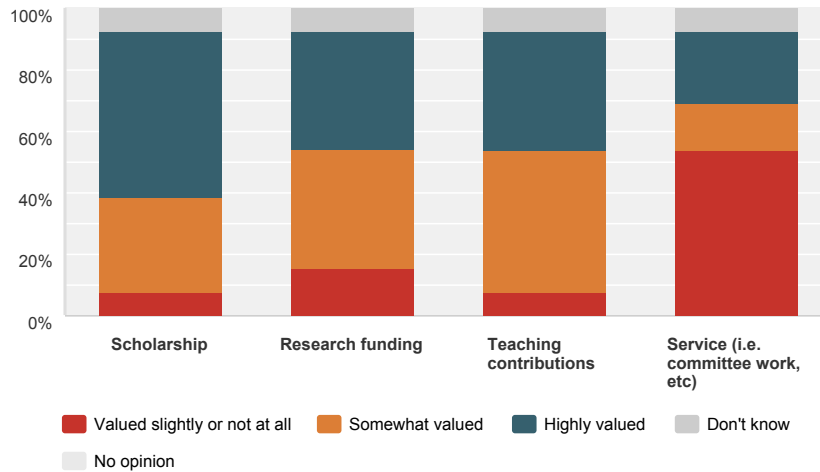
	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	No opinion	Total
Criteria clearly communicated	38.46% 5	30.77% 4	15.38% 2	15.38% 2	0.00% 0	0.00% 0	13

Process efficient	23.08% 3	30.77% 4	46.15% 6	0.00% 0	0.00% 0	0.00% 0	13
Criteria reflect norms of my discipline	23.08% 3	15.38% 2	53.85% 7	7.69% 1	0.00% 0	0.00% 0	13
Process open / transparent	15.38% 2	53.85% 7	23.08% 3	7.69% 1	0.00% 0	0.00% 0	13
Process fair	7.69% 1	23.08% 3	38.46% 5	30.77% 4	0.00% 0	0.00% 0	13
Criteria reasonable	7.69% 1	23.08% 3	30.77% 4	38.46% 5	0.00% 0	0.00% 0	13
Criteria assessed fairly at all levels	7.69% 1	38.46% 5	38.46% 5	15.38% 2	0.00% 0	0.00% 0	13

Q32

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

Answered: 13 Skipped: 0

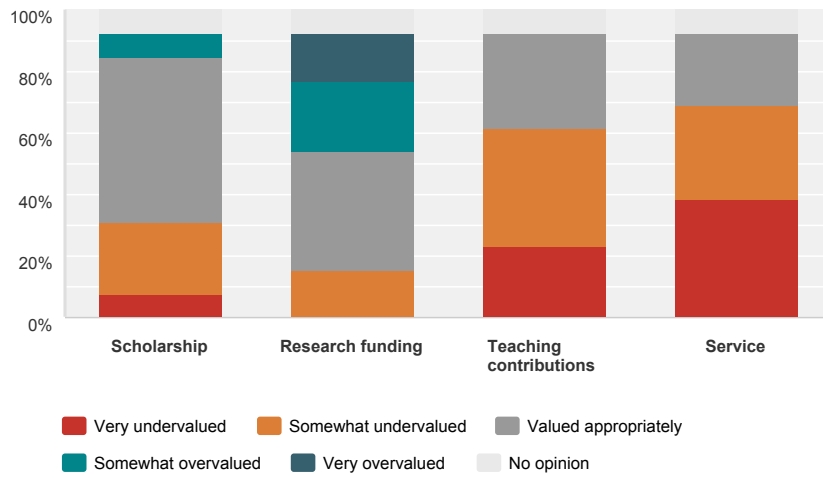


	Valued slightly or not at all	Somewhat valued	Highly valued	Don't know	No opinion	Total
Scholarship	7.69% 1	30.77% 4	53.85% 7	7.69% 1	0.00% 0	13
Research funding	15.38% 2	38.46% 5	38.46% 5	7.69% 1	0.00% 0	13
Teaching contributions	7.69% 1	46.15% 6	38.46% 5	7.69% 1	0.00% 0	13
Service (i.e. committee work, etc)	53.85% 7	15.38% 2	23.08% 3	7.69% 1	0.00% 0	13

Q33

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

Answered: 13 Skipped: 0



	Very undervalued	Somewhat undervalued	Valued appropriately	Somewhat overvalued	Very overvalued	No opinion	Total
Scholarship	7.69% 1	23.08% 3	53.85% 7	7.69% 1	0.00% 0	7.69% 1	13
Research funding	0.00% 0	15.38% 2	38.46% 5	23.08% 3	15.38% 2	7.69% 1	13
Teaching contributions	23.08% 3	38.46% 5	30.77% 4	0.00% 0	0.00% 0	7.69% 1	13
Service	38.46% 5	30.77% 4	23.08% 3	0.00% 0	0.00% 0	7.69% 1	13

Q34

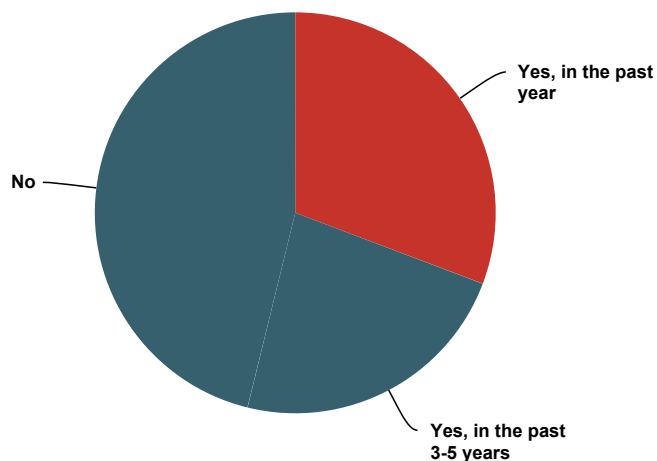
Do you have any additional comments about promotion and/or tenure? (optional)

Answered: 2 Skipped: 11

Q35

Have you applied for a job at another university recently?

Answered: 13 Skipped: 0



Answer Choices

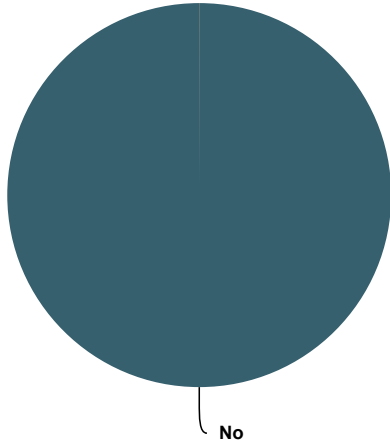
Responses

Yes, in the past year	30.77%	4
Yes, in the past 2-3 years	0.00%	0
Yes, in the past 3-5 years	23.08%	3
No	46.15%	6
Total		13

Q36

Have you applied for a job outside academia recently?

Answered: 13 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%	13
Total		13

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: 0

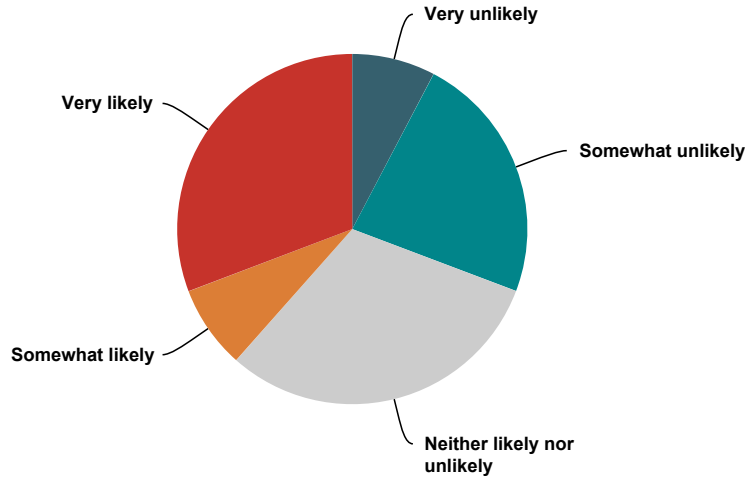
Answer Choices	Responses	
Salary	7.69%	1
Course load	0.00%	0
Administrative responsibilities	0.00%	0
Leave time	0.00%	0
Summer salary	0.00%	0
Special timing of the tenure clock	0.00%	0

Equipment/laboratory/research start-up	0.00%	0
Employment for spouse/partner	0.00%	0
Received offer, but did not take to CSM leadership	7.69%	1
Not applicable	84.62%	11
Total Respondents: 13		

Q38

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

Answered: 13 Skipped: 0



Answer Choices	Responses	
Very unlikely	7.69%	1
Somewhat unlikely	23.08%	3
Neither likely nor unlikely	30.77%	4
Somewhat likely	7.69%	1
Very likely	30.77%	4
Total		13

Q39

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

Answered: 13 Skipped: 0

	Not at all	To some extent	To a great extent	Not applicable	Total
To enhance your career in other ways	7.69% 1	30.77% 4	53.85% 7	7.69% 1	13
To find a more supportive work environment	0.00% 0	46.15% 6	53.85% 7	0.00% 0	13
To find a more satisfying intellectual environment	7.69% 1	38.46% 5	53.85% 7	0.00% 0	13
To increase your salary	30.77% 4	30.77% 4	38.46% 5	0.00% 0	13

To reduce stress	23.08% 3	30.77% 4	38.46% 5	7.69% 1	13
To reduce workload	23.08% 3	46.15% 6	30.77% 4	0.00% 0	13
To address child-related issues	46.15% 6	7.69% 1	15.38% 2	30.77% 4	13
To lower your cost of living	46.15% 6	15.38% 2	15.38% 2	23.08% 3	13
Great opportunities in my field	15.38% 2	61.54% 8	15.38% 2	7.69% 1	13
To improve your prospects for tenure	38.46% 5	15.38% 2	7.69% 1	38.46% 5	13
To increase your time to do research	38.46% 5	38.46% 5	7.69% 1	15.38% 2	13
To improve the employment situation of your spouse/partner	46.15% 6	7.69% 1	7.69% 1	38.46% 5	13
To live elsewhere	61.54% 8	30.77% 4	7.69% 1	0.00% 0	13
To pursue a nonacademic job	69.23% 9	23.08% 3	0.00% 0	7.69% 1	13
Retirement	53.85% 7	23.08% 3	0.00% 0	23.08% 3	13
Benefits	69.23% 9	15.38% 2	0.00% 0	15.38% 2	13

Q40

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

Answered: 13 Skipped: 0

	Not at all	To some extent	To a great extent	Not applicable	Total
Living in the area	15.38% 2	23.08% 3	61.54% 8	0.00% 0	13
Benefits	8.33% 1	50.00% 6	33.33% 4	8.33% 1	12
Tenure or prospects for tenure	23.08% 3	23.08% 3	15.38% 2	38.46% 5	13
Retirement	16.67% 2	50.00% 6	16.67% 2	16.67% 2	12
Salary	41.67% 5	50.00% 6	8.33% 1	0.00% 0	12
Child-related issues	16.67% 2	25.00% 3	8.33% 1	50.00% 6	12
Employment situation of your spouse/partner	8.33% 1	41.67% 5	8.33% 1	41.67% 5	12
Cost of living	50.00% 6	25.00% 3	8.33% 1	16.67% 2	12
Lack of opportunities in my field	33.33% 4	50.00% 6	8.33% 1	8.33% 1	12
Other career benefits	33.33% 4	66.67% 8	0.00% 0	0.00% 0	12
Supportive work environment	66.67% 8	25.00% 3	0.00% 0	8.33% 1	12
Open intellectual environment	66.67% 8	25.00% 3	0.00% 0	8.33% 1	12
Time to do	66.67%	25.00%	0.00%	8.33%	

research	8	3	0	1	12
Stress level	91.67% 11	0.00% 0	0.00% 0	8.33% 1	12
Workload	83.33% 10	8.33% 1	0.00% 0	8.33% 1	12

Q41

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

Answered: 13 Skipped: 0

	Not at all	Somewhat	Extensive	Not applicable	Total
Being part of a dual-career couple	23.08% 3	15.38% 2	38.46% 5	23.08% 3	13
Time to spend with family	15.38% 2	38.46% 5	38.46% 5	7.69% 1	13
Managing household responsibilities	15.38% 2	53.85% 7	30.77% 4	0.00% 0	13
Childcare	15.38% 2	30.77% 4	15.38% 2	38.46% 5	13
Cost of living	53.85% 7	30.77% 4	15.38% 2	0.00% 0	13
Commuting to and from work	46.15% 6	23.08% 3	15.38% 2	15.38% 2	13
Your health	53.85% 7	23.08% 3	7.69% 1	15.38% 2	13
Care of someone who is ill, disabled, aging, and/or in need of special services	15.38% 2	30.77% 4	0.00% 0	53.85% 7	13

Q42

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

Answered: 12 Skipped: 1

Answer Choices	Average Number	Total Number	Responses
0-5 yrs	0	3	7
6-17 yrs	1	11	10
18-23 yrs	0	1	5
23+ yrs	1	4	5

Total Respondents: 12

Q43

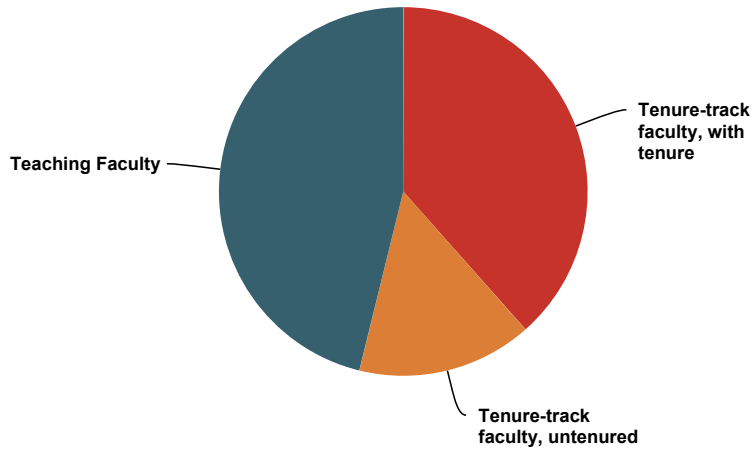
Do you have any additional comments about hiring and retention? (optional)

Answered: 4 Skipped: 9

Q44

What is your current position?

Answered: 13 Skipped: 0



Answer Choices	Responses	
Tenure-track faculty, with tenure	38.46%	5
Tenure-track faculty, untenured	15.38%	2
Teaching Faculty	46.15%	6
Research Faculty	0.00%	0
Library Faculty	0.00%	0
Other	0.00%	0
I prefer not to say	0.00%	0
Total		13

Q45

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

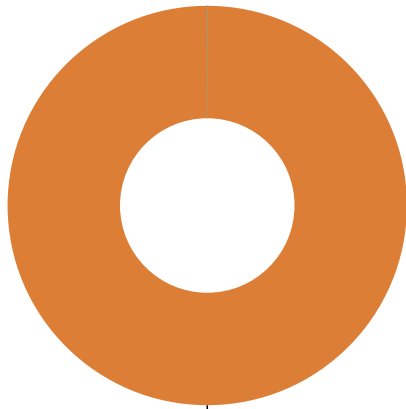
Answered: 13 Skipped: 0

Answer Choices	Responses	
1-3 years	30.77%	4
4-9 years	15.38%	2
10+ years	53.85%	7
I prefer not to say	0.00%	0
Total		13

Q46

In which department/unit is your primary appointment?

Answered: 13 Skipped: 0



Liberal Arts and International Studies

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	0.00%	0
Liberal Arts and International Studies	100.00%	13
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		13

Q47

Gender

Answered: 13 Skipped: 0

Answer Choices	Responses	
Male	38.46%	5
Female	53.85%	7
I prefer not to say	7.69%	1
Total		13

Q48

Race/ethnicity

Answered: 13 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	92.31%	12
I prefer not to say	7.69%	1
Total		13

Q49

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

Answered: 0 Skipped: 13

Q50

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

Answered: 6 Skipped: 7