

# CSM Faculty Climate Survey - Library Faculty

These are the results for Library Faculty 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: 3 Skipped: 2

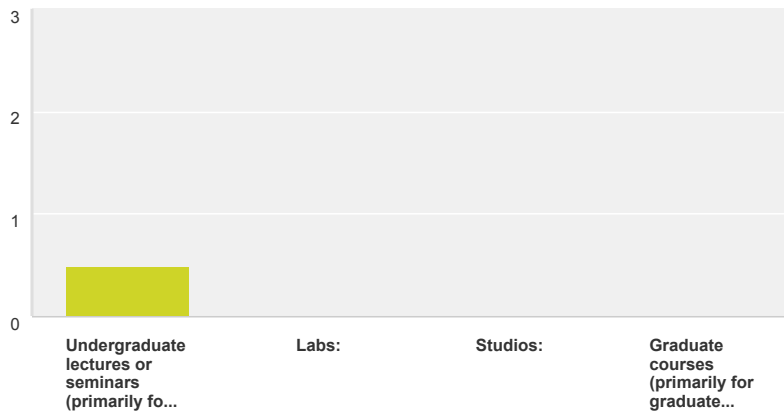
Answer Choices	Average Number	Total Number	Responses
Total number of sections/courses taught:	0	1	3
Total distinct preps (# sections):	0	0	3
Total credit hours delivered:	0	1	3
Total credit hours bought-out for research:	0	0	3
Total students in all sections:	7	22	3

Total Respondents: 3

Q2

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

Answered: 2 Skipped: 3



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

Total Respondents: 2

Q3

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

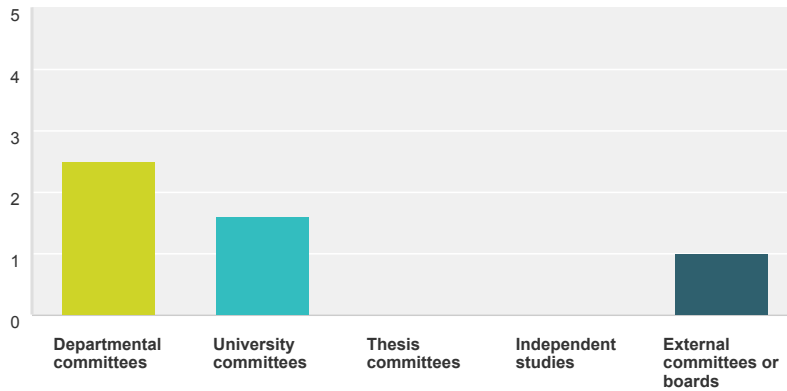
Answered: 4 Skipped: 1

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	0.00%	0
No	100.00%	4
Total Respondents: 4		

**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	3	10	4
University committees	2	8	5
Thesis committees	0	0	3
Independent studies	0	0	3
External committees or boards	1	3	3
Total Respondents: 5			

**Q5**

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

Answered: 5 Skipped: 0

	Never	Yes, during 2013 FDR	Yes, prior service	Total Respondents
Director or Head of department/division	80.00% 4	20.00% 1	0.00% 0	5

Course coordinator	75.00% 3	25.00% 1	0.00% 0	4
Director of center, program, or institute	100.00% 4	0.00% 0	0.00% 0	4
Chair of a departmental or university committee	50.00% 2	0.00% 0	50.00% 2	4
Other administrative capacity (e.g. assistant dept head)	75.00% 3	0.00% 0	25.00% 1	4

Q6

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

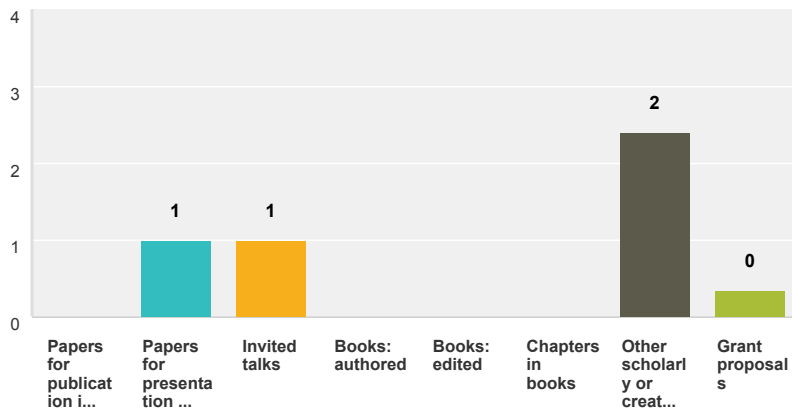
Answered: 2 Skipped: 3

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

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	0	0	3
Papers for presentation at conferences	1	3	3
Invited talks	1	4	4
Books: authored	0	0	3
Books: edited	0	0	3
Chapters in books	0	0	3
Other scholarly or creative works	2	12	5
Grant proposals	0	1	3

Total Respondents: 5

Q8

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

Answered: 3 Skipped: 2

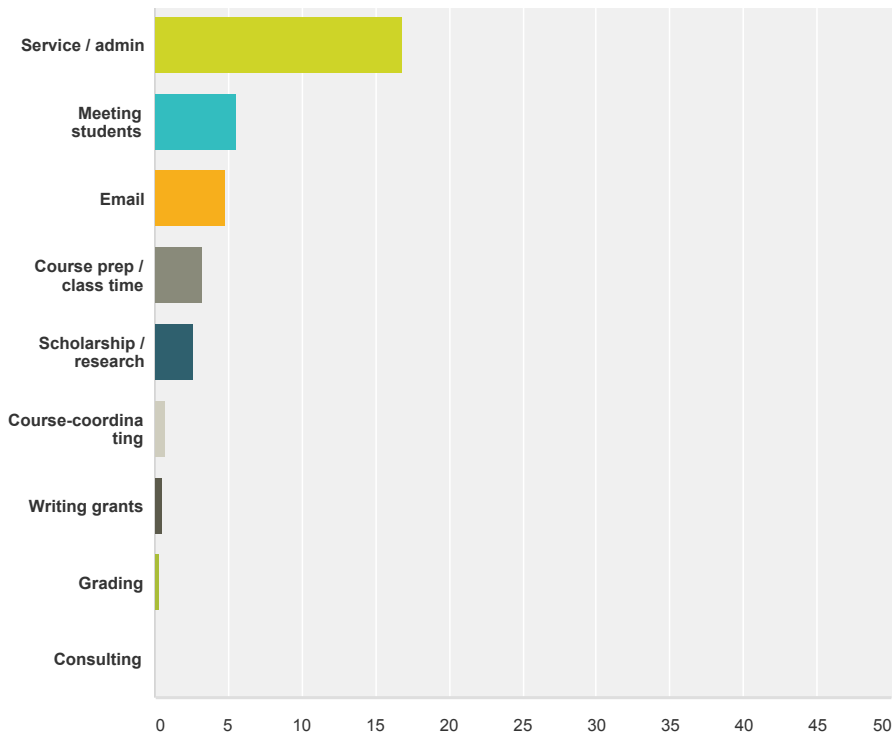
Answer Choices	Average Number	Total Number	Responses
# MS students/advisees	0	0	3
# PhD students/advisees	0	0	3

Total Respondents: 3

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



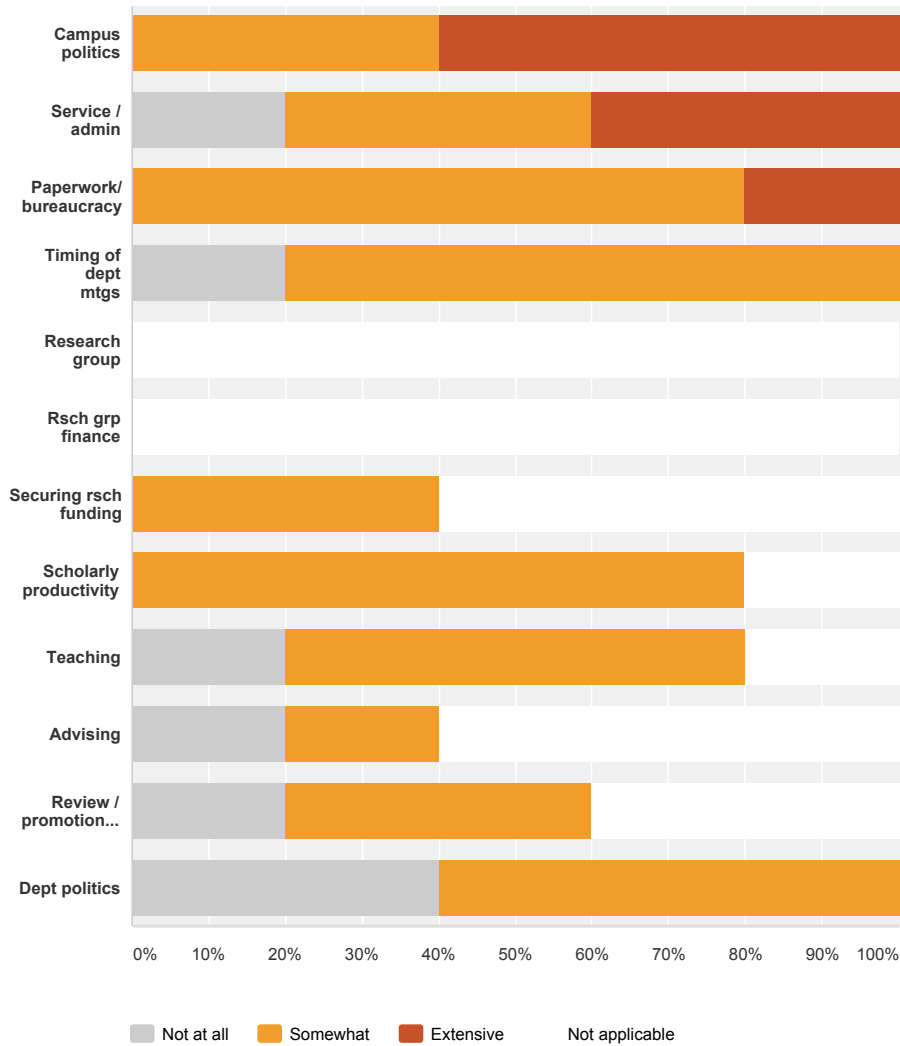
Answer Choices	Average Number	Total Number	Responses
Service / admin	17	84	5
Meeting students	6	22	4
Email	5	24	5
Course prep / class time	3	13	4
Scholarship / research	3	13	5
Course-coordinating	1	3	4
Writing grants	1	2	4
Grading	0	1	3
Consulting	0	0	3

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

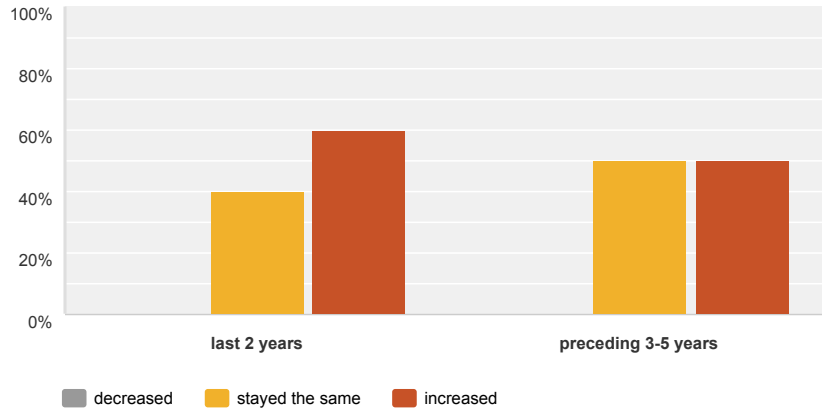


	Not at all	Somewhat	Extensive	Not applicable	Total
Campus politics	0.00% 0	40.00% 2	60.00% 3	0.00% 0	5
Service / admin	20.00% 1	40.00% 2	40.00% 2	0.00% 0	5
Paperwork/ bureaucracy	0.00% 0	80.00% 4	20.00% 1	0.00% 0	5
Timing of dept mtgs	20.00% 1	80.00% 4	0.00% 0	0.00% 0	5
Research group	0.00% 0	0.00% 0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

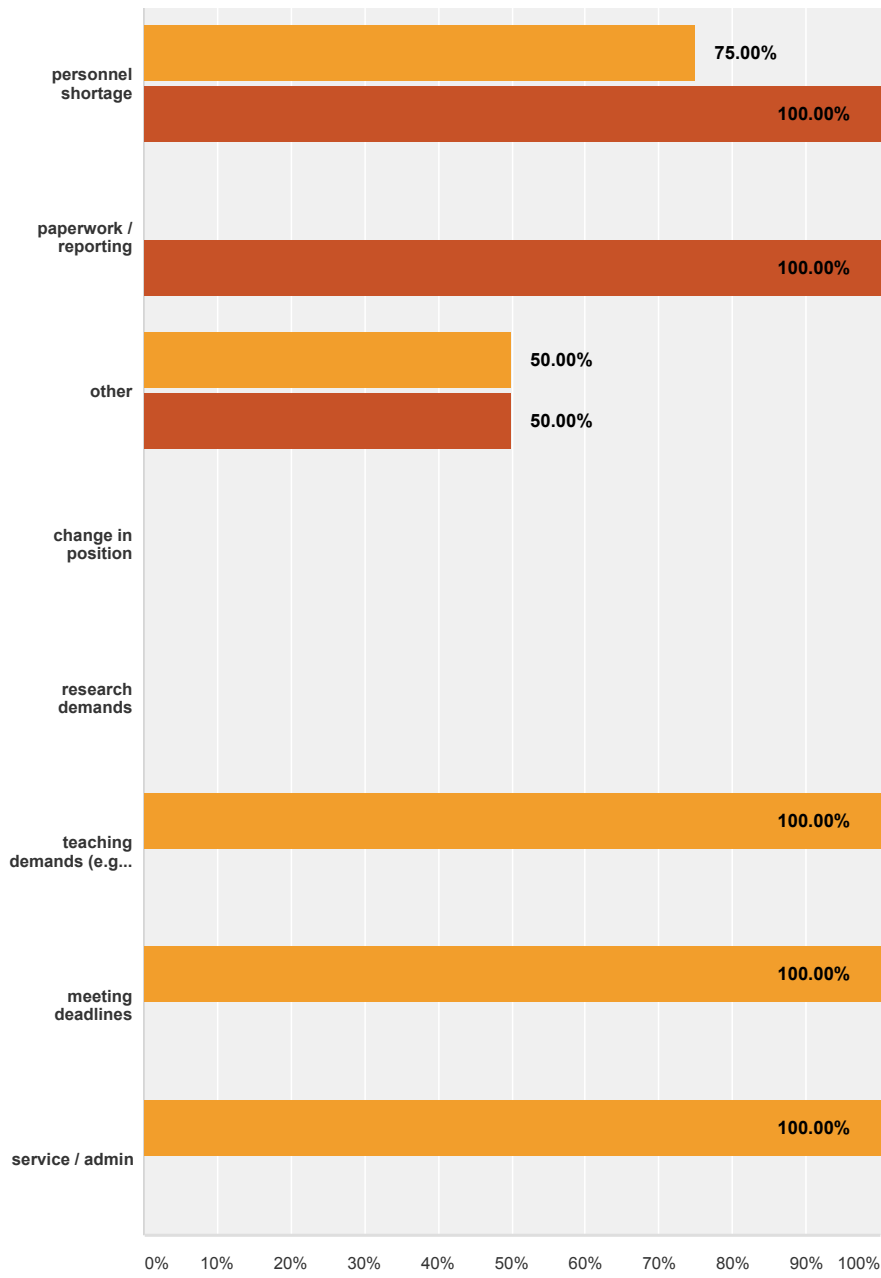


	decreased	stayed the same	increased	Total
last 2 years	0.00% 0	40.00% 2	60.00% 3	5
preceding 3-5 years	0.00% 0	50.00% 2	50.00% 2	4

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)

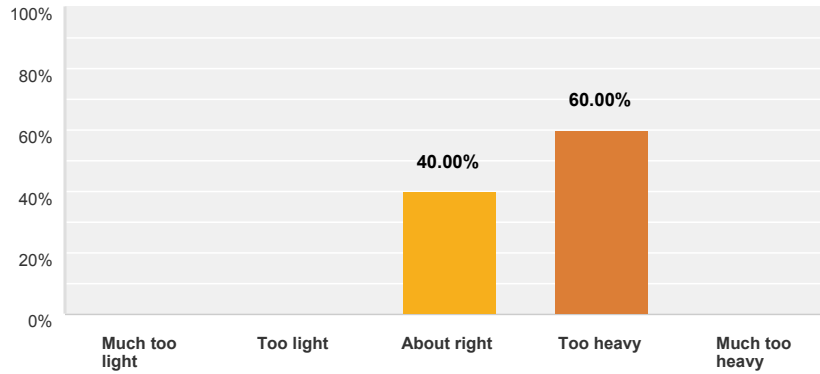
	contributed to increase (check all that apply)	single most significant factor (check one)	Total Respondents
personnel shortage	75.00% 3	100.00% 4	4
paperwork / reporting	0.00% 0	100.00% 1	1
other	50.00% 1	50.00% 1	2
change in position	0.00% 0	0.00% 0	0
research demands	0.00% 0	0.00% 0	0
teaching demands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



Q13

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

Answered: 5 Skipped: 0



Answer Choices	Responses	Count
Much too light	0.00%	0
Too light	0.00%	0
About right	40.00%	2
Too heavy	60.00%	3
Much too heavy	0.00%	0
Total		5

Q14

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

Answered: 1 Skipped: 4

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	20.00% 1	40.00% 2	0.00% 0	40.00% 2	0.00% 0	0.00% 0	5
Start-up funds	20.00% 1	0.00% 0	20.00% 1	0.00% 0	20.00% 1	40.00% 2	5
Length of contract	20.00% 1	20.00% 1	40.00% 2	0.00% 0	0.00% 0	20.00% 1	5
Benefits	0.00% 0	0.00% 0	0.00% 0	20.00% 1	80.00% 4	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
Classroom space	20.00% 1	40.00% 2	0.00% 0	20.00% 1	0.00% 0	20.00% 1	5
Library resources	20.00% 1	20.00% 1	20.00% 1	40.00% 2	0.00% 0	0.00% 0	5
Availability of nearby parking	0.00% 0	60.00% 3	0.00% 0	40.00% 2	0.00% 0	0.00% 0	5
Office space	0.00% 0	20.00% 1	0.00% 0	80.00% 4	0.00% 0	0.00% 0	5
Lab or research space	0.00% 0	0.00% 0	20.00% 1	0.00% 0	0.00% 0	80.00% 4	5
Computer resources	0.00% 0	20.00% 1	0.00% 0	80.00% 4	0.00% 0	0.00% 0	5
Instructional/classroom technology	0.00% 0	40.00% 2	0.00% 0	60.00% 3	0.00% 0	0.00% 0	5
Staff support	0.00% 0	20.00% 1	20.00% 1	60.00% 3	0.00% 0	0.00% 0	5
Support for submitting grants	0.00% 0	20.00% 1	0.00% 0	0.00% 0	20.00% 1	60.00% 3	5
Number or breadth of faculty within department/unit to deliver curriculum	0.00% 0	60.00% 3	0.00% 0	20.00% 1	0.00% 0	20.00% 1	5
Number or breadth of faculty within department/unit to advance research	0.00% 0	20.00% 1	0.00% 0	0.00% 0	0.00% 0	80.00% 4	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
Time available for scholarly work	20.00% 1	60.00% 3	20.00% 1	0.00% 0	0.00% 0	0.00% 0	5
Teaching responsibilities	0.00% 0	20.00% 1	0.00% 0	40.00% 2	20.00% 1	20.00% 1	5
Access to teaching assistants	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 5	5
Advising responsibilities	0.00% 0	20.00% 1	0.00% 0	20.00% 1	0.00% 0	60.00% 3	5
Quality of graduate students	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 5	5
Access to students for research projects	0.00% 0	0.00% 0	20.00% 1	0.00% 0	0.00% 0	80.00% 4	5
Intellectual	0.00%	20.00%	0.00%	80.00%	0.00%	0.00%	

stimulation of your work environment	0	1	0	4	0	0	5
Committee and administrative responsibilities	0.00% 0	0.00% 0	20.00% 1	80.00% 4	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
Open environment for discussing differing ideas	100.00% 5	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5
Faculty input in decision-making	100.00% 5	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5
Academic freedom	80.00% 4	20.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5
Teaching undergraduate students	40.00% 2	40.00% 2	0.00% 0	0.00% 0	0.00% 0	20.00% 1	5
Diversity on campus	40.00% 2	60.00% 3	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5
Conducting research/scholarship	20.00% 1	60.00% 3	20.00% 1	0.00% 0	0.00% 0	0.00% 0	5
Teaching graduate students	20.00% 1	40.00% 2	0.00% 0	0.00% 0	0.00% 0	40.00% 2	5
Intellectual activities with colleagues	20.00% 1	80.00% 4	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5
Engage in student life/ activities	0.00% 0	80.00% 4	0.00% 0	20.00% 1	0.00% 0	0.00% 0	5
Engage in service/ committee work	0.00% 0	80.00% 4	20.00% 1	0.00% 0	0.00% 0	0.00% 0	5
Social activities with colleagues	0.00% 0	60.00% 3	40.00% 2	0.00% 0	0.00% 0	0.00% 0	5

Q19

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

Answered: 0 Skipped: 5

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	20.00% 1	20.00% 1	40.00% 2	0.00% 0	0.00% 0	20.00% 1	5
My colleagues value my research/scholarship	0.00% 0	20.00% 1	20.00% 1	40.00% 2	20.00% 1	0.00% 0	5

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

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

Q22

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

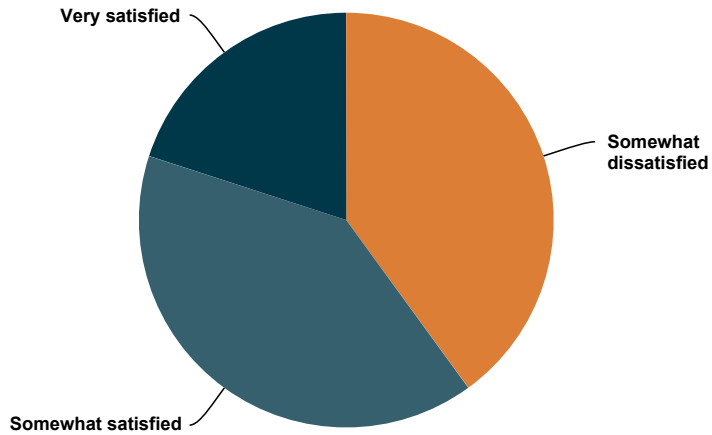
Answered: 5 Skipped: 0

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

Q23

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

Answered: 5 Skipped: 0

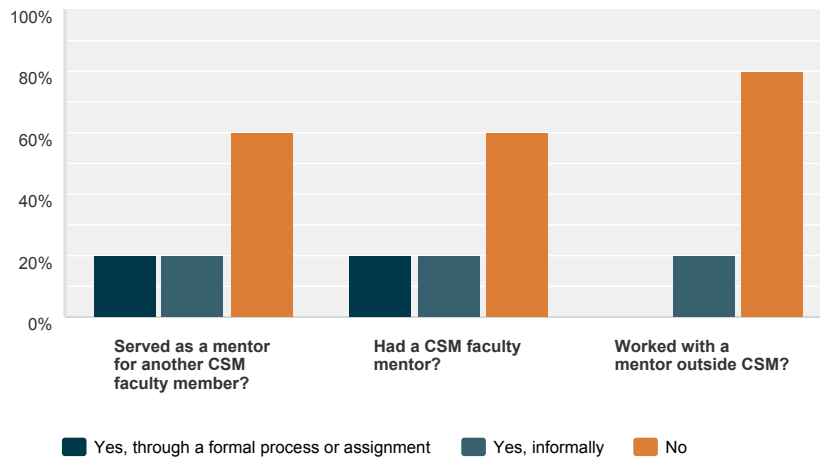


Answer Choices	Responses	
Very dissatisfied	0.00%	0
Somewhat dissatisfied	40.00%	2
Neither satisfied nor dissatisfied	0.00%	0
Somewhat satisfied	40.00%	2
Very satisfied	20.00%	1
Total		5

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?	20.00% 1	20.00% 1	60.00% 3	5
Had a CSM faculty mentor?	20.00% 1	20.00% 1	60.00% 3	5

Worked with a mentor outside CSM?

0.00%  
0

20.00%  
1

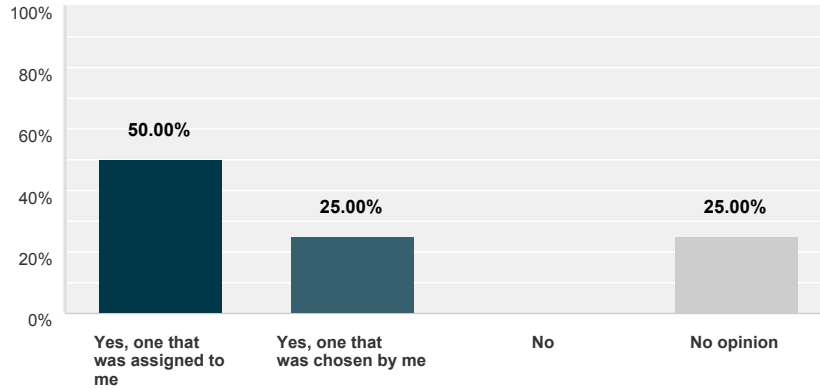
80.00%  
4

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: 4 Skipped: 1

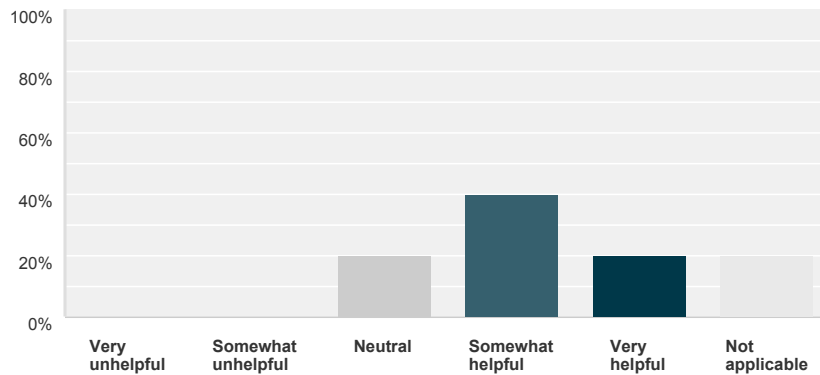


Answer Choices	Responses	
Yes, one that was assigned to me	50.00%	2
Yes, one that was chosen by me	25.00%	1
No	0.00%	0
No opinion	25.00%	1
Total		4

Q26

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

Answered: 5 Skipped: 0



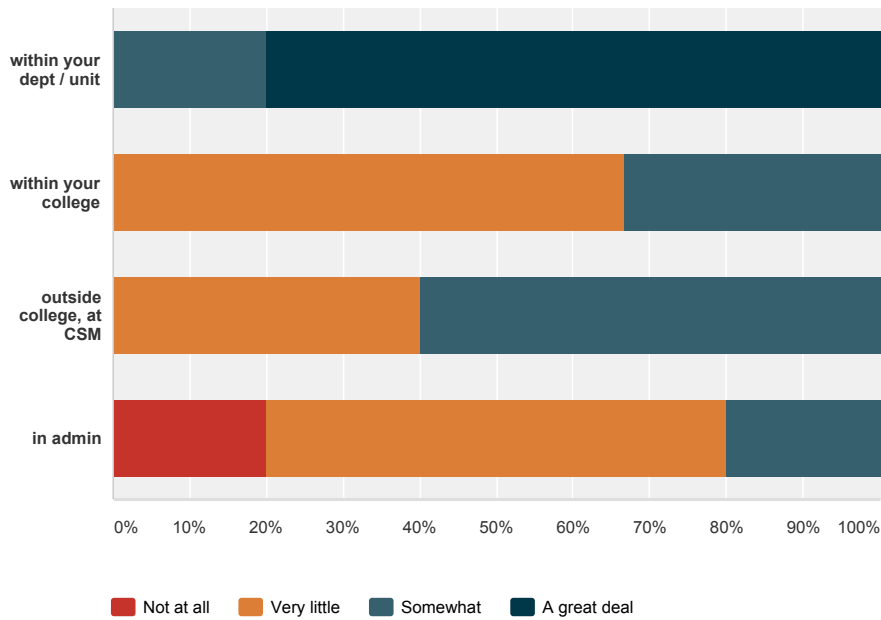
Answer Choices	Responses	
Very unhelpful	0.00%	0
Somewhat unhelpful	0.00%	0
Neutral	20.00%	1

Somewhat helpful	40.00%	2
Very helpful	20.00%	1
Not applicable	20.00%	1
Total		5

Q27

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

Answered: 5 Skipped: 0



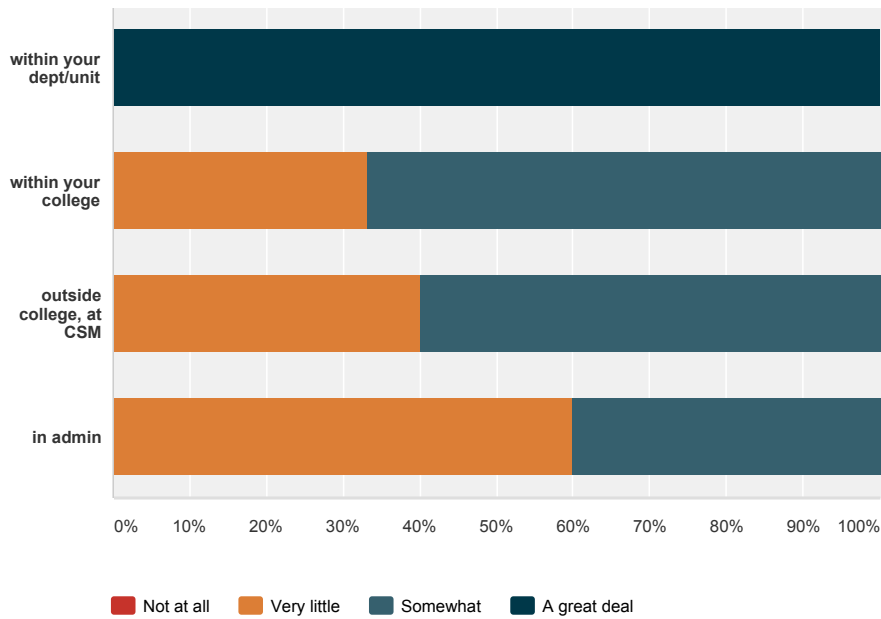
	Not at all	Very little	Somewhat	A great deal	Total
within your dept / unit	0.00% 0	0.00% 0	20.00% 1	80.00% 4	5
within your college	0.00% 0	66.67% 2	33.33% 1	0.00% 0	3
outside college, at CSM	0.00% 0	40.00% 2	60.00% 3	0.00% 0	5
in admin	20.00% 1	60.00% 3	20.00% 1	0.00% 0	5

Q28

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

Answered: 5 Skipped: 0



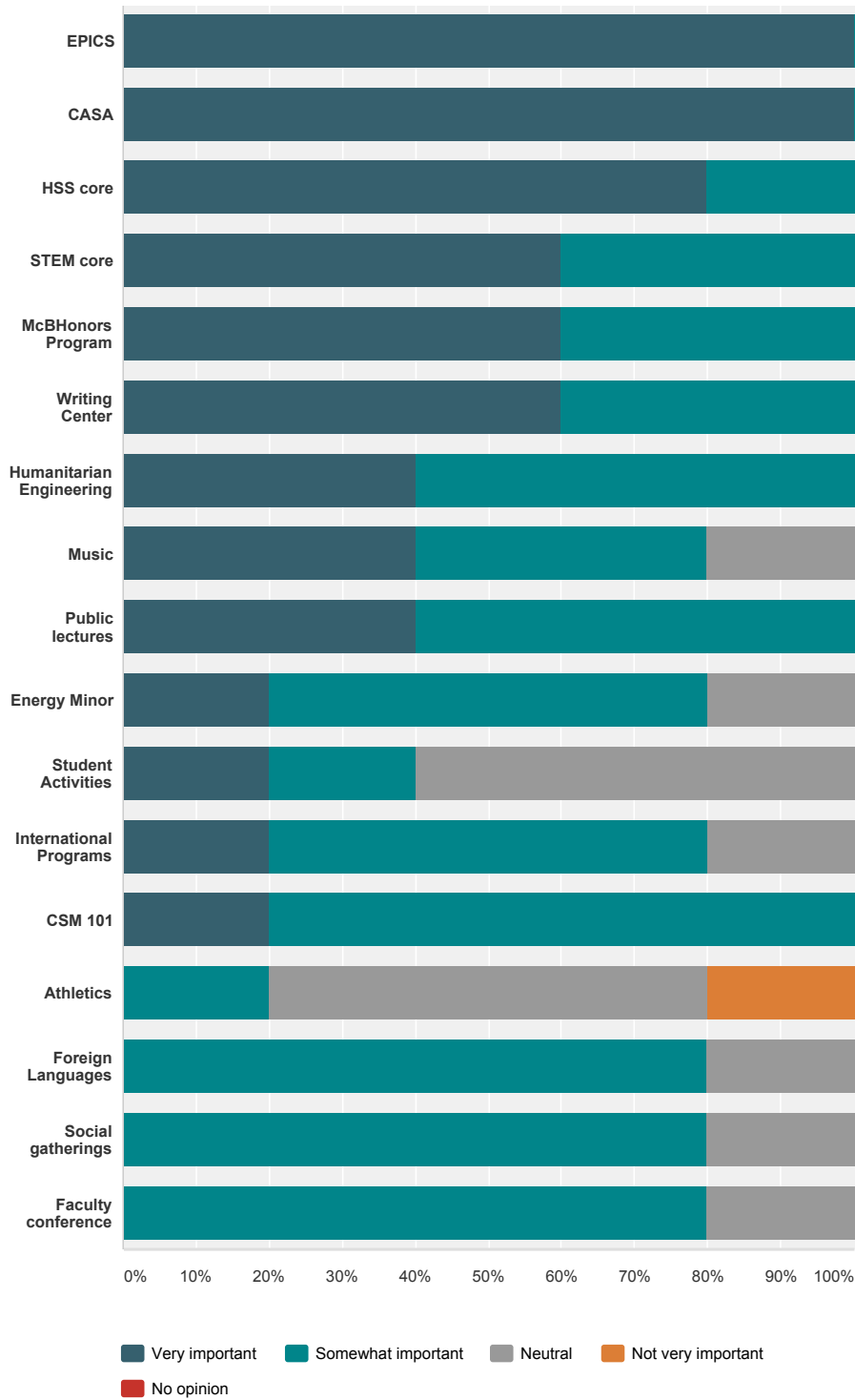


	Not at all	Very little	Somewhat	A great deal	Total
within your dept/unit	0.00% 0	0.00% 0	0.00% 0	100.00% 5	5
within your college	0.00% 0	33.33% 1	66.67% 2	0.00% 0	3
outside college, at CSM	0.00% 0	40.00% 2	60.00% 3	0.00% 0	5
in admin	0.00% 0	60.00% 3	40.00% 2	0.00% 0	5

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
EPICS	100.00% 5	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5
CASA	100.00% 5	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5
HSS core	80.00% 4	20.00% 1	0.00% 0	0.00% 0	0.00% 0	5
STEM core	60.00% 3	40.00% 2	0.00% 0	0.00% 0	0.00% 0	5
McBHonors Program	60.00% 3	40.00% 2	0.00% 0	0.00% 0	0.00% 0	5
Writing Center	60.00% 3	40.00% 2	0.00% 0	0.00% 0	0.00% 0	5
Humanitarian	40.00%	60.00%	0.00%	0.00%	0.00%	

Engineering	2	3	0	0	0	5
Music	40.00% 2	40.00% 2	20.00% 1	0.00% 0	0.00% 0	5
Public lectures	40.00% 2	60.00% 3	0.00% 0	0.00% 0	0.00% 0	5
Energy Minor	20.00% 1	60.00% 3	20.00% 1	0.00% 0	0.00% 0	5
Student Activities	20.00% 1	20.00% 1	60.00% 3	0.00% 0	0.00% 0	5
International Programs	20.00% 1	60.00% 3	20.00% 1	0.00% 0	0.00% 0	5
CSM 101	20.00% 1	80.00% 4	0.00% 0	0.00% 0	0.00% 0	5
Athletics	0.00% 0	20.00% 1	60.00% 3	20.00% 1	0.00% 0	5
Foreign Languages	0.00% 0	80.00% 4	20.00% 1	0.00% 0	0.00% 0	5
Social gatherings	0.00% 0	80.00% 4	20.00% 1	0.00% 0	0.00% 0	5
Faculty conference	0.00% 0	80.00% 4	20.00% 1	0.00% 0	0.00% 0	5

Q30

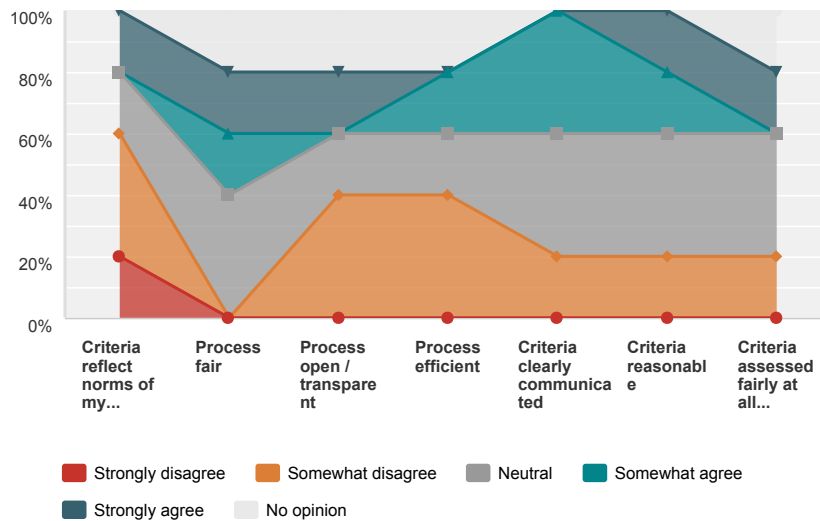
**Do you have any additional comments about mentorship and collaboration?  
(optional)**

Answered: 1 Skipped: 4

Q31

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

Answered: 5 Skipped: 0



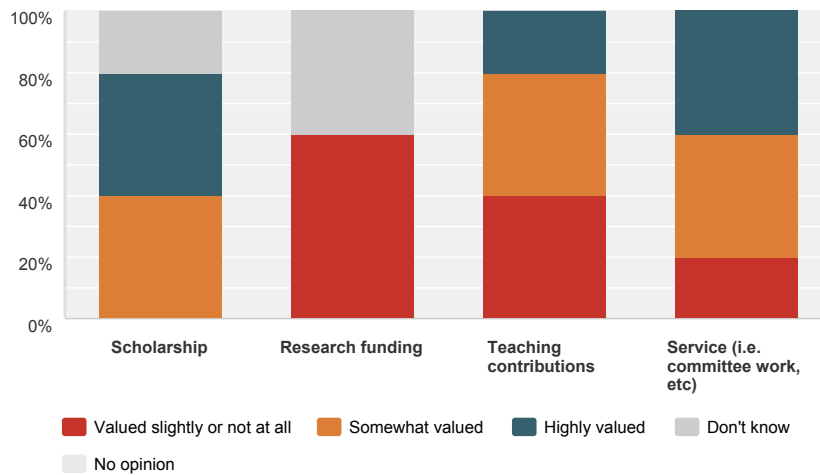
	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	No opinion	Total
Criteria reflect norms of my...	20.00% 1	40.00% 2	20.00% 1	0.00% 0	20.00% 1	0.00% 0	5

discipline							
Process fair	0.00% 0	0.00% 0	40.00% 2	20.00% 1	20.00% 1	20.00% 1	5
Process open / transparent	0.00% 0	40.00% 2	20.00% 1	0.00% 0	20.00% 1	20.00% 1	5
Process efficient	0.00% 0	40.00% 2	20.00% 1	20.00% 1	0.00% 0	20.00% 1	5
Criteria clearly communicated	0.00% 0	20.00% 1	40.00% 2	40.00% 2	0.00% 0	0.00% 0	5
Criteria reasonable	0.00% 0	20.00% 1	40.00% 2	20.00% 1	20.00% 1	0.00% 0	5
Criteria assessed fairly at all levels	0.00% 0	20.00% 1	40.00% 2	0.00% 0	20.00% 1	20.00% 1	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

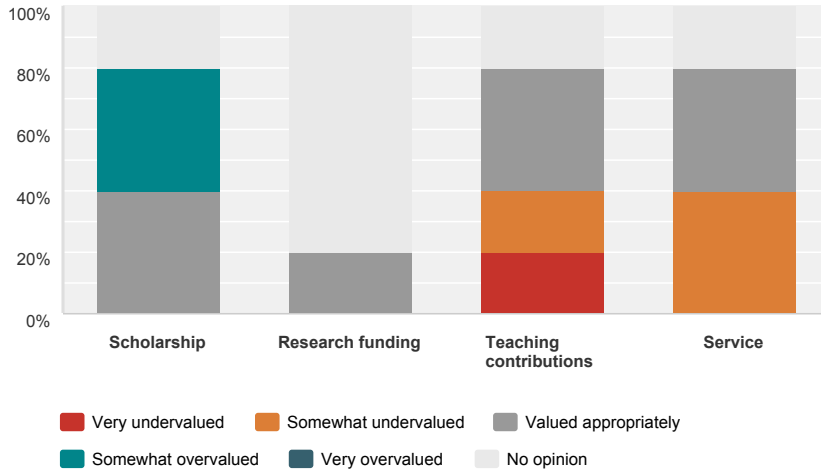


	Valued slightly or not at all	Somewhat valued	Highly valued	Don't know	No opinion	Total
Scholarship	0.00% 0	40.00% 2	40.00% 2	20.00% 1	0.00% 0	5
Research funding	60.00% 3	0.00% 0	0.00% 0	40.00% 2	0.00% 0	5
Teaching contributions	40.00% 2	40.00% 2	20.00% 1	0.00% 0	0.00% 0	5
Service (i.e. committee work,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

Q34

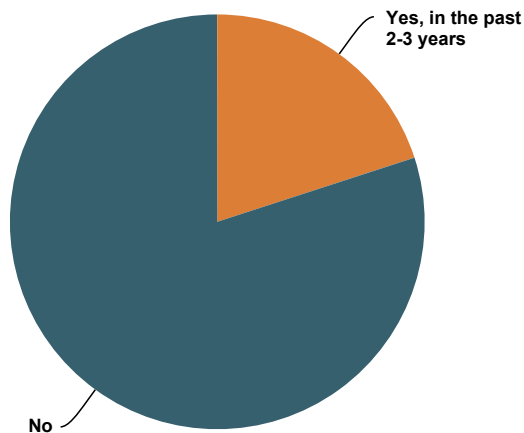
**Do you have any additional comments about promotion and/or tenure? (optional)**

Answered: 1 Skipped: 4

Q35

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

Answered: 5 Skipped: 0

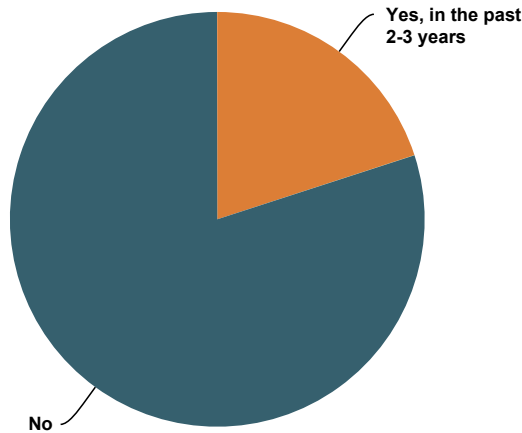


Answer Choices	Responses	
Yes, in the past year	0.00%	0
Yes, in the past 2-3 years	20.00%	1
Yes, in the past 3-5 years	0.00%	0
No	80.00%	4
Total		5

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	20.00%	1
Yes, in the past 3-5 years	0.00%	0
No	80.00%	4
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

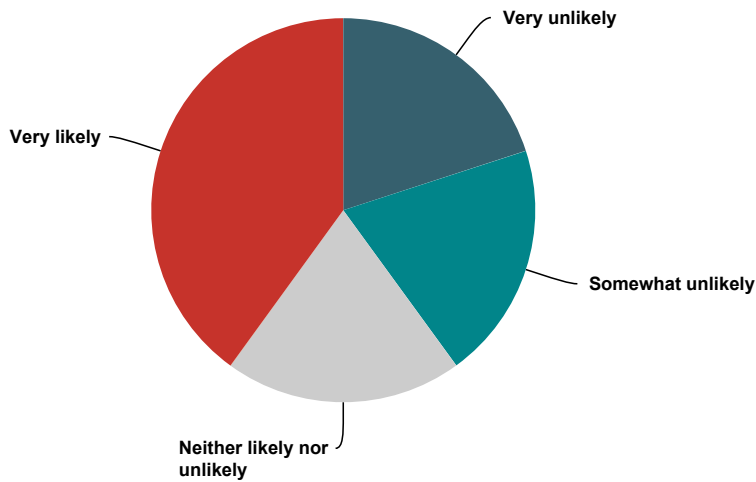
Special timing of the tenure clock	0.00%	0
Equipment/laboratory/research start-up	0.00%	0
Employment for spouse/partner	0.00%	0
Received offer, but did not take to CSM leadership	0.00%	0
Not applicable	100.00%	5

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	20.00%	1
Somewhat unlikely	20.00%	1
Neither likely nor unlikely	20.00%	1
Somewhat likely	0.00%	0
Very likely	40.00%	2
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 enhance your career in other ways	0.00% 0	60.00% 3	40.00% 2	0.00% 0	5
To reduce stress	40.00% 2	20.00% 1	40.00% 2	0.00% 0	5
Retirement	40.00% 2	0.00% 0	40.00% 2	20.00% 1	5
Great opportunities in my field	0.00% 0	40.00% 2	40.00% 2	20.00% 1	5

To increase your salary	0.00% 0	80.00% 4	20.00% 1	0.00% 0	5
To find a more supportive work environment	40.00% 2	40.00% 2	20.00% 1	0.00% 0	5
To find a more satisfying intellectual environment	20.00% 1	60.00% 3	20.00% 1	0.00% 0	5
To improve the employment situation of your spouse/partner	40.00% 2	20.00% 1	20.00% 1	20.00% 1	5
To lower your cost of living	40.00% 2	40.00% 2	20.00% 1	0.00% 0	5
To live elsewhere	40.00% 2	40.00% 2	20.00% 1	0.00% 0	5
To improve your prospects for tenure	60.00% 3	20.00% 1	0.00% 0	20.00% 1	5
To increase your time to do research	60.00% 3	40.00% 2	0.00% 0	0.00% 0	5
To pursue a nonacademic job	60.00% 3	40.00% 2	0.00% 0	0.00% 0	5
To reduce workload	80.00% 4	20.00% 1	0.00% 0	0.00% 0	5
To address child-related issues	40.00% 2	40.00% 2	0.00% 0	20.00% 1	5
Benefits	100.00% 5	0.00% 0	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
Supportive work environment	20.00% 1	20.00% 1	60.00% 3	0.00% 0	5
Benefits	0.00% 0	40.00% 2	60.00% 3	0.00% 0	5
Retirement	20.00% 1	20.00% 1	40.00% 2	20.00% 1	5
Living in the area	20.00% 1	40.00% 2	40.00% 2	0.00% 0	5
Other career benefits	20.00% 1	60.00% 3	20.00% 1	0.00% 0	5
Stress level	80.00% 4	0.00% 0	20.00% 1	0.00% 0	5
Workload	80.00% 4	0.00% 0	20.00% 1	0.00% 0	5
Child-related issues	20.00% 1	40.00% 2	20.00% 1	20.00% 1	5
Employment situation of your spouse/partner	60.00% 3	0.00% 0	20.00% 1	20.00% 1	5
Salary	80.00% 4	20.00% 1	0.00% 0	0.00% 0	5
Tenure or prospects for tenure	60.00% 3	40.00% 2	0.00% 0	0.00% 0	5
Open intellectual environment	20.00% 1	80.00% 4	0.00% 0	0.00% 0	5
	80.00%	20.00%	0.00%	0.00%	



Time to do research	4	1	0	0	5
Cost of living	80.00% 4	0.00% 0	0.00% 0	20.00% 1	5
Lack of opportunities in my field	40.00% 2	60.00% 3	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
Managing household responsibilities	0.00% 0	60.00% 3	40.00% 2	0.00% 0	5
Care of someone who is ill, disabled, aging, and/or in need of special services	0.00% 0	20.00% 1	40.00% 2	40.00% 2	5
Childcare	40.00% 2	20.00% 1	20.00% 1	20.00% 1	5
Cost of living	60.00% 3	20.00% 1	20.00% 1	0.00% 0	5
Being part of a dual-career couple	20.00% 1	20.00% 1	20.00% 1	40.00% 2	5
Time to spend with family	20.00% 1	60.00% 3	20.00% 1	0.00% 0	5
Your health	40.00% 2	60.00% 3	0.00% 0	0.00% 0	5
Commuting to and from work	80.00% 4	20.00% 1	0.00% 0	0.00% 0	5

Q42

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

Answered: 5 Skipped: 0

Answer Choices	Average Number	Total Number	Responses
0-5 yrs	1	2	3
6-17 yrs	1	2	2
18-23 yrs	0	0	1
23+ yrs	1	4	3

Total Respondents: 5

Q43

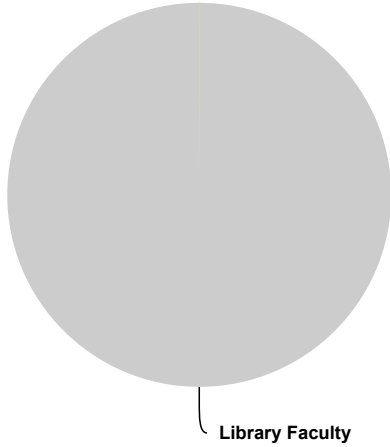
Do you have any additional comments about hiring and retention? (optional)

Answered: 1 Skipped: 4

Q44

### What is your current position?

Answered: 5 Skipped: 0



Answer Choices	Responses
Tenure-track faculty, with tenure	0.00% 0
Tenure-track faculty, untenured	0.00% 0
Teaching Faculty	0.00% 0
Research Faculty	0.00% 0
Library Faculty	100.00% 5
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?

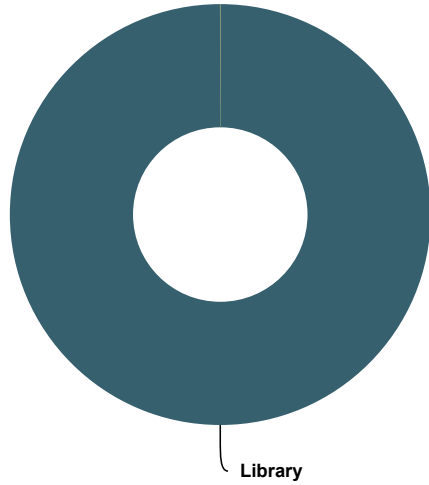
Answered: 5 Skipped: 0

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

Q46

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

Answered: 5 Skipped: 0



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	0.00%	0
Library	100.00%	5
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	20.00%	1
Female	80.00%	4
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: 1 Skipped: 4

Q50

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

Answered: 1 Skipped: 4