

CSM Faculty Climate Survey - Mechanical Engineering

These are summary results for Mechanical Engineering only.

All Pages

9 responses

238 days (January 21, 2014 - now)

12 views

Q1

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

Answered: 9 Skipped: 0

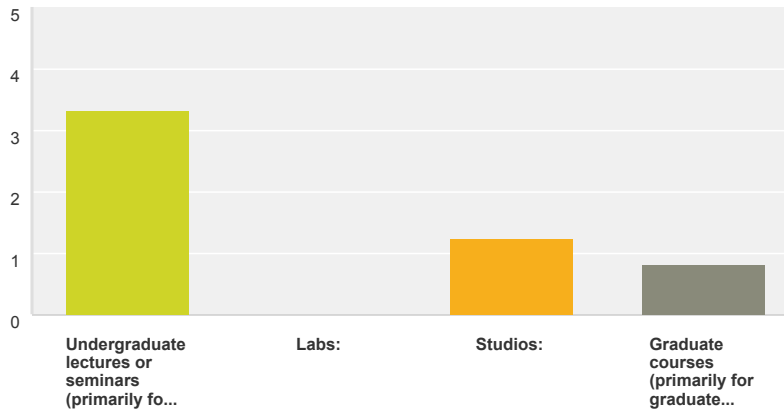
Answer Choices	Average Number	Total Number	Responses
Total number of sections/courses taught:	5	44	9
Total distinct preps (# sections):	4	36	9
Total credit hours delivered:	11	77	7
Total credit hours bought-out for research:	0	0	8
Total students in all sections:	284	2,268	8

Total Respondents: 9

Q2

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

Answered: 9 Skipped: 0



Answer Choices	Average Number	Total Number	Responses
Undergraduate lectures or seminars (primarily for undergraduates):	3	30	9
Labs:	0	0	6
Studios:	1	10	8
Graduate courses (primarily for graduate students):	1	5	6

Total Respondents: 9

Q3

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

Answered: 9 Skipped: 0

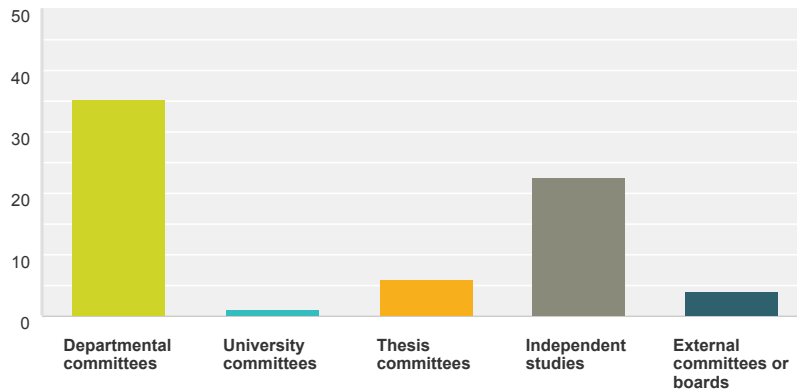
Answer Choices	Responses	
Yes, research related (e.g. charge-outs)	0.00%	0
Yes, service or administration related (e.g. program director, dept head., etc.)	11.11%	1
Yes, for other reasons	22.22%	2
No	66.67%	6

Total Respondents: 9

Q4

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

Answered: 9 Skipped: 0



Answer Choices	Average Number	Total Number	Responses
Departmental committees	35	317	9
University committees	1	8	8
Thesis committees	6	54	9
Independent studies	23	203	9
External committees or boards	4	33	8

Total Respondents: 9

Q5

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

Answered: 9 Skipped: 0

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

Course coordinator	22.22% 2	77.78% 7	11.11% 1	9
Chair of a departmental or university committee	62.50% 5	37.50% 3	0.00% 0	8
Other administrative capacity (e.g. assistant dept head)	62.50% 5	37.50% 3	0.00% 0	8
Director of center, program, or institute	87.50% 7	12.50% 1	0.00% 0	8
Director or Head of department/division	100.00% 8	0.00% 0	0.00% 0	8

Q6

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

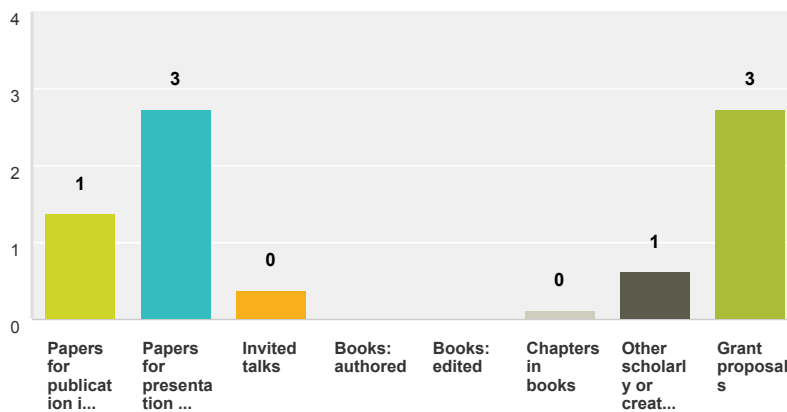
Answered: 7 Skipped: 2

	Teaching relief	Extra compensation	No	Total Respondents
Director or Head of department/division	0.00% 0	0.00% 0	100.00% 6	6
Director of center, program, or institute	0.00% 0	0.00% 0	100.00% 6	6
Chair of a committee	0.00% 0	0.00% 0	100.00% 6	6
Course coordinator	14.29% 1	0.00% 0	85.71% 6	7
Other administrative capacity (e.g. assistant dept head)	16.67% 1	0.00% 0	83.33% 5	6

Q7

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

Answered: 8 Skipped: 1



Answer Choices	Average Number	Total Number	Responses
Papers for publication in peer-reviewed journals	1	11	8
Papers for presentation at conferences	3	22	8
Invited talks	0	3	8
Books: authored	0	0	8
Books: edited	0	0	8
Chapters in books	0	1	8
Other scholarly or creative works	1	5	8
Grant proposals	3	22	8

Total Respondents: 8

Q8

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

Answered: 8 Skipped: 1

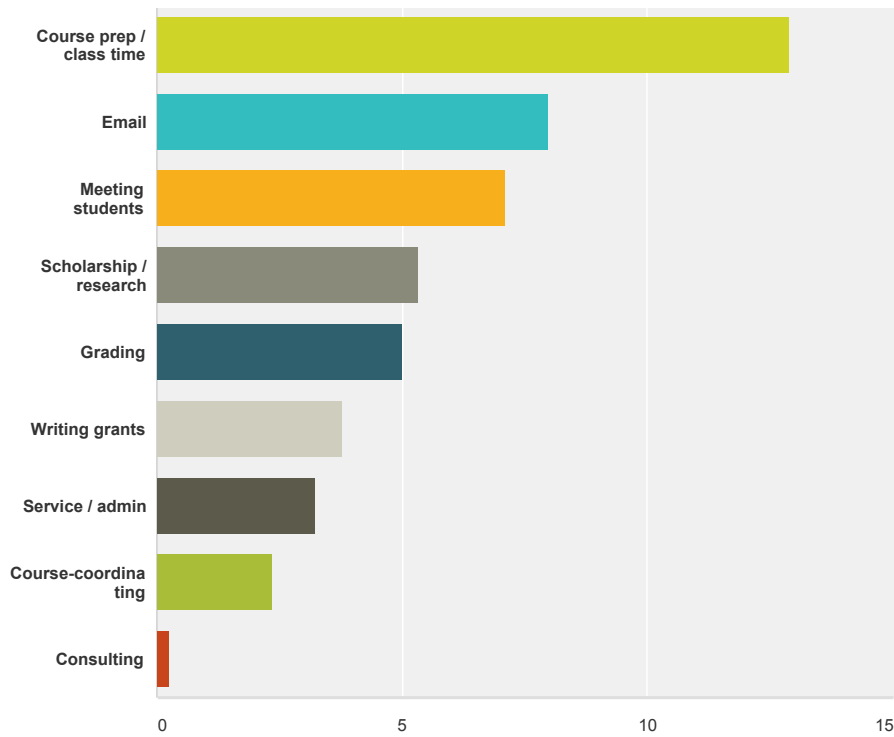
Answer Choices	Average Number	Total Number	Responses
# MS students/advises	1	9	8
# PhD students/advises	2	13	7

Total Respondents: 8

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: 9 Skipped: 0



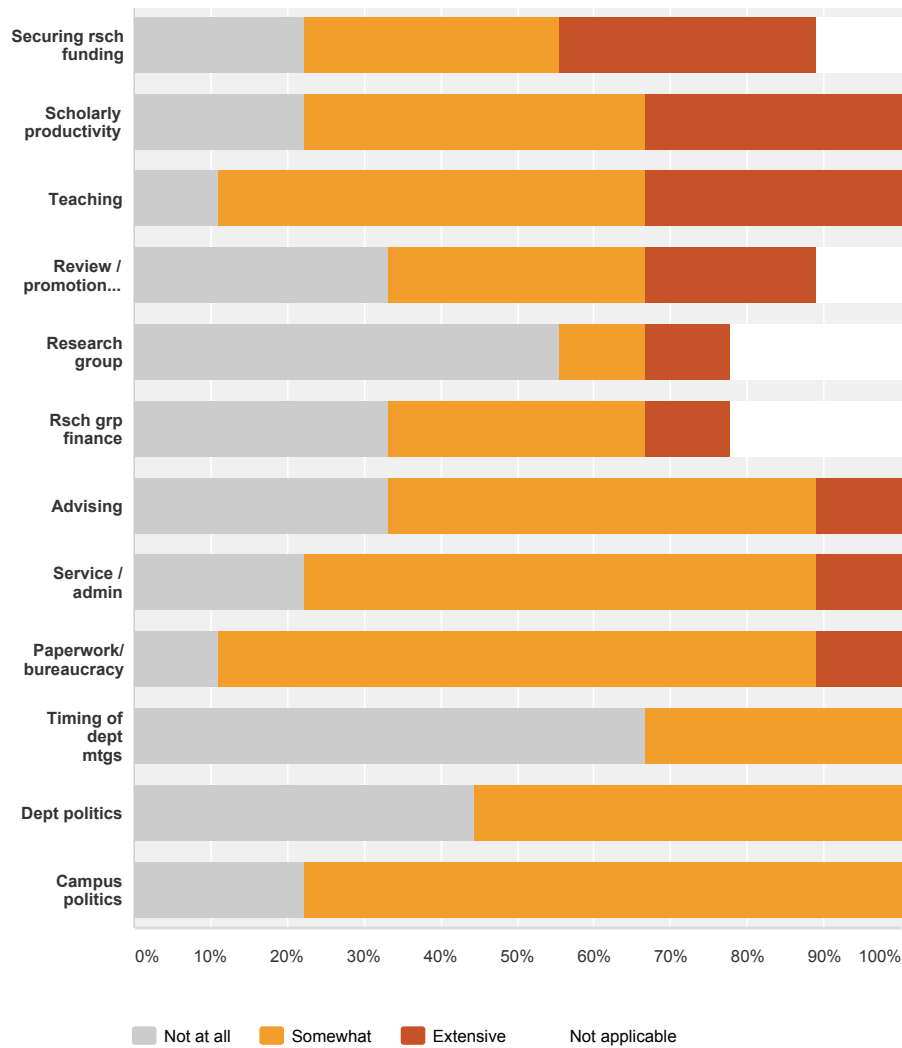
Answer Choices	Average Number	Total Number	Responses
Course prep / class time	13	116	9
Email	8	72	9
Meeting students	7	64	9
Scholarship / research	5	48	9
Grading	5	45	9
Writing grants	4	34	9
Service / admin	3	29	9
Course-coordinating	2	21	9
Consulting	0	2	8

Total Respondents: 9

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: 9 Skipped: 0

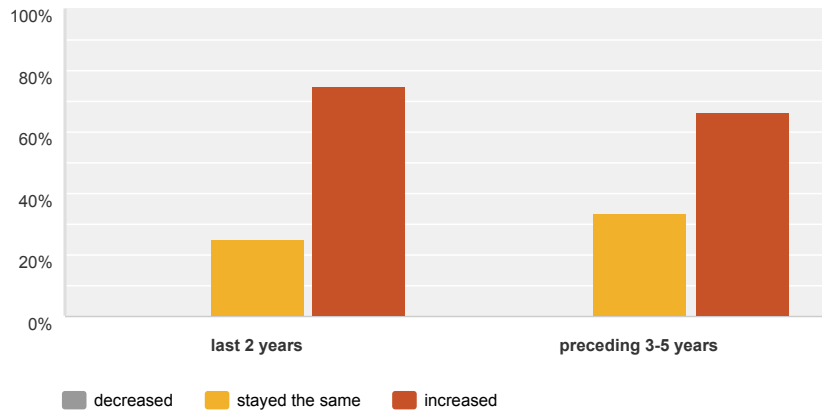


	Not at all	Somewhat	Extensive	Not applicable	Total
Securing rsch funding	22.22% 2	33.33% 3	33.33% 3	11.11% 1	9
Scholarly productivity	22.22% 2	44.44% 4	33.33% 3	0.00% 0	9
Teaching	11.11% 1	55.56% 5	33.33% 3	0.00% 0	9
Review / promotion process	33.33% 3	33.33% 3	22.22% 2	11.11% 1	9
Research group	55.56% 5	11.11% 1	11.11% 1	22.22% 2	9
Rsch grp finance	33.33% 3	33.33% 3	11.11% 1	22.22% 2	9
Advising	33.33% 3	55.56% 5	11.11% 1	0.00% 0	9
Service / admin	22.22% 2	66.67% 6	11.11% 1	0.00% 0	9
Paperwork/ bureaucracy	11.11% 1	77.78% 7	11.11% 1	0.00% 0	9
Timing of dept mtgs	66.67% 6	33.33% 3	0.00% 0	0.00% 0	9
Dept politics	44.44% 4	55.56% 5	0.00% 0	0.00% 0	9
Campus politics	22.22% 2	77.78% 7	0.00% 0	0.00% 0	9

Q11

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

Answered: 8 Skipped: 1

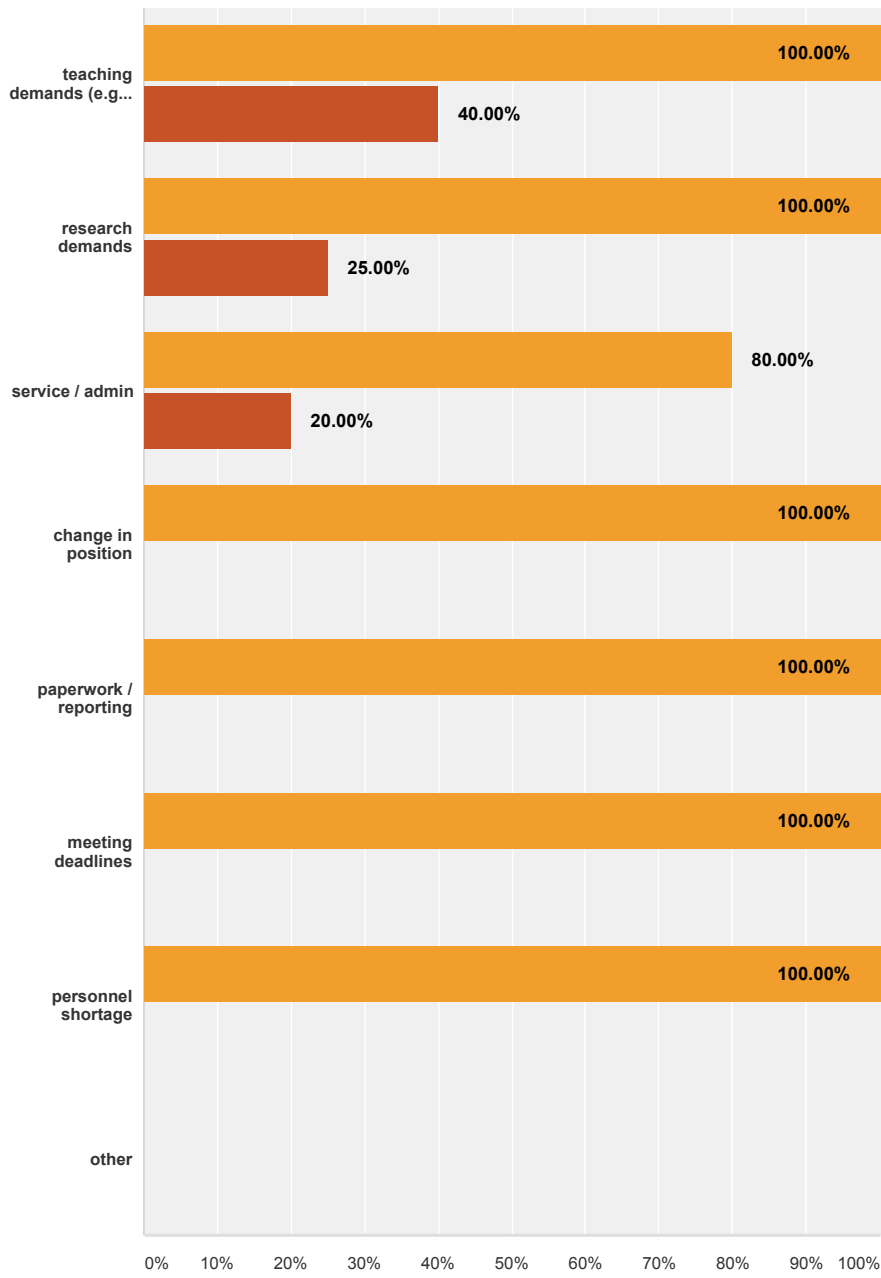


	decreased	stayed the same	increased	Total
last 2 years	0.00% 0	25.00% 2	75.00% 6	8
preceding 3-5 years	0.00% 0	33.33% 2	66.67% 4	6

Q12

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

Answered: 6 Skipped: 3



■ 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)	100.00% 5	40.00% 2	5
research demands	100.00% 4	25.00% 1	4
service / admin	80.00% 4	20.00% 1	5
change in position	100.00% 3	0.00% 0	3
paperwork / reporting	100.00% 3	0.00% 0	3
meeting deadlines	100.00% 4	0.00% 0	4
personnel shortage	100.00% 4	0.00% 0	4

other

0.00%
0

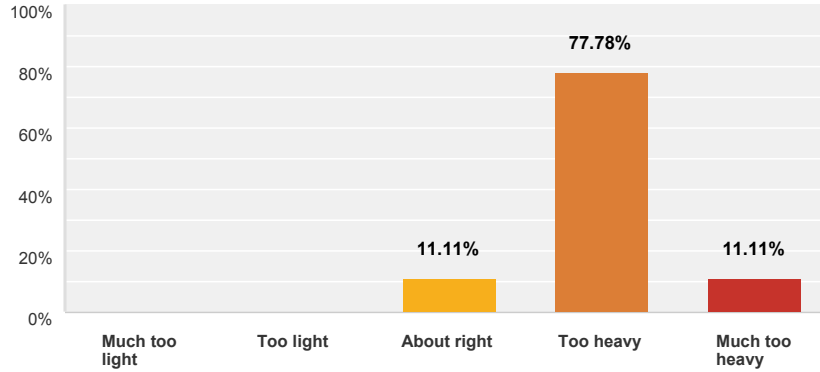
0.00%
0

0

Q13

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

Answered: 9 Skipped: 0



Answer Choices	Responses
Much too light	0.00% 0
Too light	0.00% 0
About right	11.11% 1
Too heavy	77.78% 7
Much too heavy	11.11% 1
Total	9

Q14

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

Answered: 4 Skipped: 5

Q15

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

Answered: 9 Skipped: 0

	Very dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Very satisfied	Not applicable	Total
Length of contract	22.22% 2	22.22% 2	22.22% 2	22.22% 2	0.00% 0	11.11% 1	9
Salary	11.11% 1	55.56% 5	11.11% 1	11.11% 1	11.11% 1	0.00% 0	9
Start-up funds	0.00% 0	22.22% 2	33.33% 3	22.22% 2	11.11% 1	11.11% 1	9
Benefits	0.00%	11.11%	0.00%	22.22%	66.67%	0.00%	

Q16

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

Answered: 9 Skipped: 0

	Very dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Very satisfied	Not applicable	Total
Staff support	33.33% 3	44.44% 4	11.11% 1	0.00% 0	11.11% 1	0.00% 0	9
Lab or research space	22.22% 2	0.00% 0	0.00% 0	33.33% 3	22.22% 2	22.22% 2	9
Computer resources	22.22% 2	11.11% 1	55.56% 5	0.00% 0	0.00% 0	11.11% 1	9
Support for submitting grants	22.22% 2	33.33% 3	0.00% 0	0.00% 0	0.00% 0	44.44% 4	9
Number or breadth of faculty within department/unit to deliver curriculum	22.22% 2	55.56% 5	11.11% 1	0.00% 0	11.11% 1	0.00% 0	9
Instructional/classroom technology	11.11% 1	44.44% 4	33.33% 3	11.11% 1	0.00% 0	0.00% 0	9
Number or breadth of faculty within department/unit to advance research	11.11% 1	33.33% 3	11.11% 1	11.11% 1	11.11% 1	22.22% 2	9
Availability of nearby parking	0.00% 0	11.11% 1	22.22% 2	22.22% 2	44.44% 4	0.00% 0	9
Office space	0.00% 0	11.11% 1	0.00% 0	22.22% 2	66.67% 6	0.00% 0	9
Classroom space	0.00% 0	33.33% 3	11.11% 1	33.33% 3	22.22% 2	0.00% 0	9
Library resources	0.00% 0	0.00% 0	88.89% 8	0.00% 0	0.00% 0	11.11% 1	9

Q17

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

Answered: 9 Skipped: 0

	Very dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Very satisfied	Not applicable	Total
Time available for scholarly work	33.33% 3	22.22% 2	11.11% 1	11.11% 1	11.11% 1	11.11% 1	9
Committee and administrative responsibilities	22.22% 2	11.11% 1	44.44% 4	11.11% 1	11.11% 1	0.00% 0	9
Access to teaching assistants	11.11% 1	44.44% 4	0.00% 0	33.33% 3	11.11% 1	0.00% 0	9
Access to students for research projects	11.11% 1	0.00% 0	11.11% 1	22.22% 2	11.11% 1	44.44% 4	9
Teaching responsibilities	0.00% 0	11.11% 1	11.11% 1	44.44% 4	33.33% 3	0.00% 0	9
Advising responsibilities	0.00% 0	33.33% 3	22.22% 2	22.22% 2	22.22% 2	0.00% 0	9

Quality of graduate students	0.00% 0	22.22% 2	22.22% 2	11.11% 1	22.22% 2	22.22% 2	9
Intellectual stimulation of your work environment	0.00% 0	11.11% 1	22.22% 2	44.44% 4	22.22% 2	0.00% 0	9

Q18

How important are the following to you?:

Answered: 9 Skipped: 0

	Very important	Somewhat important	Neutral	Somewhat unimportant	Not very important	Not applicable	Total
Teaching undergraduate students	66.67% 6	22.22% 2	0.00% 0	11.11% 1	0.00% 0	0.00% 0	9
Academic freedom	66.67% 6	22.22% 2	11.11% 1	0.00% 0	0.00% 0	0.00% 0	9
Open environment for discussing differing ideas	55.56% 5	11.11% 1	22.22% 2	11.11% 1	0.00% 0	0.00% 0	9
Conducting research/scholarship	44.44% 4	33.33% 3	0.00% 0	0.00% 0	11.11% 1	11.11% 1	9
Faculty input in decision-making	44.44% 4	44.44% 4	0.00% 0	11.11% 1	0.00% 0	0.00% 0	9
Teaching graduate students	33.33% 3	22.22% 2	22.22% 2	0.00% 0	0.00% 0	22.22% 2	9
Diversity on campus	22.22% 2	22.22% 2	55.56% 5	0.00% 0	0.00% 0	0.00% 0	9
Engage in student life/ activities	11.11% 1	44.44% 4	33.33% 3	0.00% 0	11.11% 1	0.00% 0	9
Engage in service/ committee work	11.11% 1	33.33% 3	44.44% 4	11.11% 1	0.00% 0	0.00% 0	9
Intellectual activities with colleagues	11.11% 1	44.44% 4	44.44% 4	0.00% 0	0.00% 0	0.00% 0	9
Social activities with colleagues	0.00% 0	44.44% 4	33.33% 3	11.11% 1	11.11% 1	0.00% 0	9

Q19

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

Answered: 0 Skipped: 9

Q20

Please indicate your agreement or disagreement with the following statements:

Answered: 9 Skipped: 0

	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	Not applicable	Total
I have to work harder than some of my colleagues to be perceived as a legitimate scholar	22.22% 2	22.22% 2	22.22% 2	11.11% 1	22.22% 2	0.00% 0	9

My colleagues value my research/scholarship	0.00% 0	22.22% 2	33.33% 3	11.11% 1	11.11% 1	22.22% 2	9
My colleagues value my contributions to teaching and advising	0.00% 0	0.00% 0	11.11% 1	55.56% 5	33.33% 3	0.00% 0	9
My colleagues value my service and administrative contributions	0.00% 0	0.00% 0	33.33% 3	33.33% 3	33.33% 3	0.00% 0	9
The quality of my scholarship is positively affected by my interactions with CSM colleagues	0.00% 0	11.11% 1	22.22% 2	44.44% 4	22.22% 2	0.00% 0	9
I feel I am given the opportunity to serve on important committees	0.00% 0	0.00% 0	22.22% 2	33.33% 3	33.33% 3	11.11% 1	9
I feel comfortable expressing my views openly	0.00% 0	11.11% 1	0.00% 0	55.56% 5	33.33% 3	0.00% 0	9
My department/unit is a good fit for me	0.00% 0	11.11% 1	0.00% 0	33.33% 3	55.56% 5	0.00% 0	9
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	22.22% 2	0.00% 0	33.33% 3	44.44% 4	0.00% 0	9
I am able to make decisions about my areas of responsibility	0.00% 0	0.00% 0	22.22% 2	22.22% 2	55.56% 5	0.00% 0	9
The creation of colleges has made my professional life better	0.00% 0	0.00% 0	22.22% 2	33.33% 3	44.44% 4	0.00% 0	9
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	22.22% 2	0.00% 0	33.33% 3	44.44% 4	0.00% 0	9

Q21

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

Answered: 9 Skipped: 0

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	Not applicable	Total
Decision-making is efficient	22.22% 2	0.00% 0	22.22% 2	33.33% 3	22.22% 2	0.00% 0	9
Interdisciplinary research is valued and supported	0.00% 0	0.00% 0	11.11% 1	22.22% 2	33.33% 3	33.33% 3	9
Department/unit creates a collegial and supportive environment	0.00% 0	11.11% 1	0.00% 0	11.11% 1	77.78% 7	0.00% 0	9
Department/unit helps me obtain or manage the resources I need	0.00% 0	33.33% 3	22.22% 2	33.33% 3	11.11% 1	0.00% 0	9

Decision-making is collaborative and transparent	0.00% 0	11.11% 1	22.22% 2	22.22% 2	44.44% 4	0.00% 0	9
Decision-making is fair	0.00% 0	11.11% 1	22.22% 2	22.22% 2	44.44% 4	0.00% 0	9
Decision-making reflects sound priorities and relevant data	0.00% 0	11.11% 1	22.22% 2	33.33% 3	33.33% 3	0.00% 0	9
I have a voice in decision-making	0.00% 0	11.11% 1	22.22% 2	22.22% 2	44.44% 4	0.00% 0	9
I feel comfortable, included, and valued	0.00% 0	11.11% 1	22.22% 2	22.22% 2	44.44% 4	0.00% 0	9
Diversity of opinion is respected and valued	0.00% 0	11.11% 1	22.22% 2	22.22% 2	44.44% 4	0.00% 0	9

Q22

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

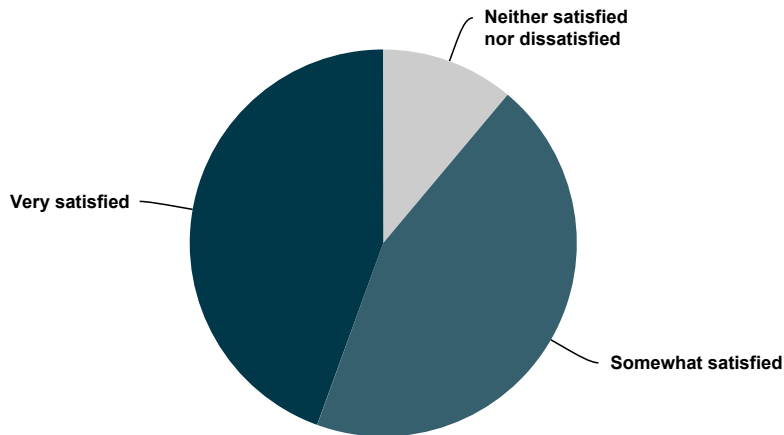
Answered: 9 Skipped: 0

	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	Not applicable	Total
CSM helps me obtain or manage the resources I need	22.22% 2	11.11% 1	22.22% 2	33.33% 3	11.11% 1	0.00% 0	9
Decision-making is collaborative and transparent	22.22% 2	33.33% 3	33.33% 3	11.11% 1	0.00% 0	0.00% 0	9
Decision-making is efficient	11.11% 1	33.33% 3	44.44% 4	11.11% 1	0.00% 0	0.00% 0	9
I have a voice in decision-making	11.11% 1	22.22% 2	33.33% 3	22.22% 2	11.11% 1	0.00% 0	9
Diversity of opinion is respected and valued	11.11% 1	11.11% 1	55.56% 5	22.22% 2	0.00% 0	0.00% 0	9
Interdisciplinary research is valued and supported	0.00% 0	22.22% 2	11.11% 1	22.22% 2	33.33% 3	11.11% 1	9
CSM creates a collegial and supportive environment	0.00% 0	11.11% 1	22.22% 2	55.56% 5	11.11% 1	0.00% 0	9
Decision-making is fair	0.00% 0	22.22% 2	55.56% 5	22.22% 2	0.00% 0	0.00% 0	9
Decision-making reflects sound priorities and relevant data	0.00% 0	22.22% 2	44.44% 4	22.22% 2	11.11% 1	0.00% 0	9
I feel comfortable, included, and valued	0.00% 0	11.11% 1	44.44% 4	33.33% 3	11.11% 1	0.00% 0	9

Q23

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

Answered: 9 Skipped: 0

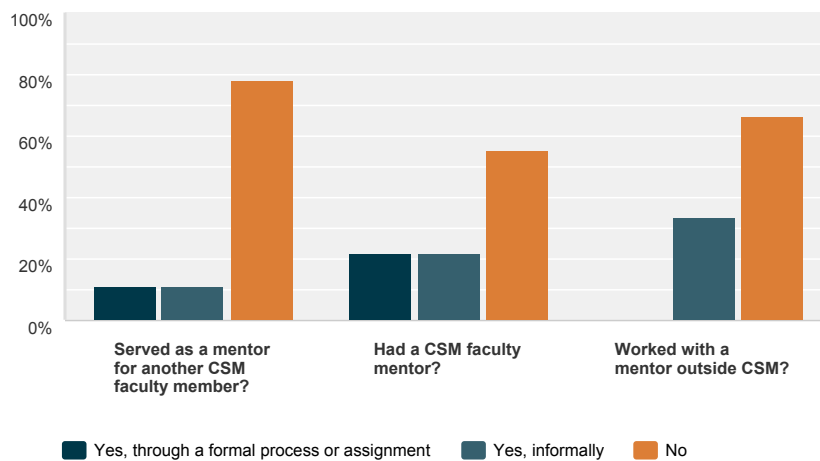


Answer Choices	Responses
Very dissatisfied	0.00% 0
Somewhat dissatisfied	0.00% 0
Neither satisfied nor dissatisfied	11.11% 1
Somewhat satisfied	44.44% 4
Very satisfied	44.44% 4
Total	9

Q24

While at CSM, have you:

Answered: 9 Skipped: 0



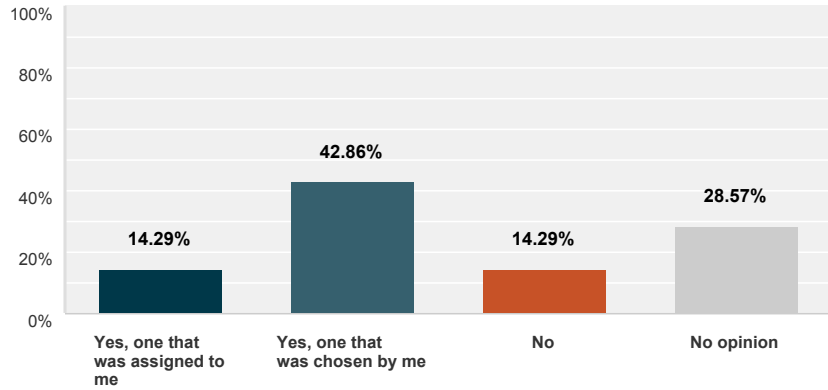
	Yes, through a formal process or assignment	Yes, informally	No	Total
Served as a mentor for another CSM faculty member?	11.11% 1	11.11% 1	77.78% 7	9
Had a CSM faculty mentor?	22.22% 2	22.22% 2	55.56% 5	9

Worked with a mentor outside CSM?	0.00% 0	33.33% 3	66.67% 6	9
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Q25

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

Answered: 7 Skipped: 2

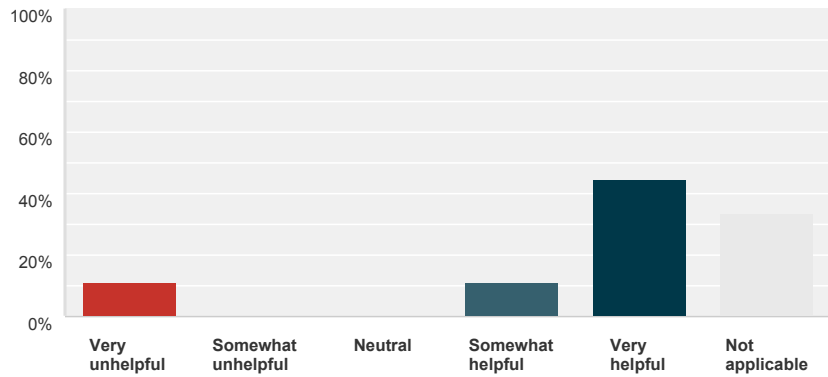


Answer Choices	Responses	
Yes, one that was assigned to me	14.29%	1
Yes, one that was chosen by me	42.86%	3
No	14.29%	1
No opinion	28.57%	2
Total		7

Q26

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

Answered: 9 Skipped: 0



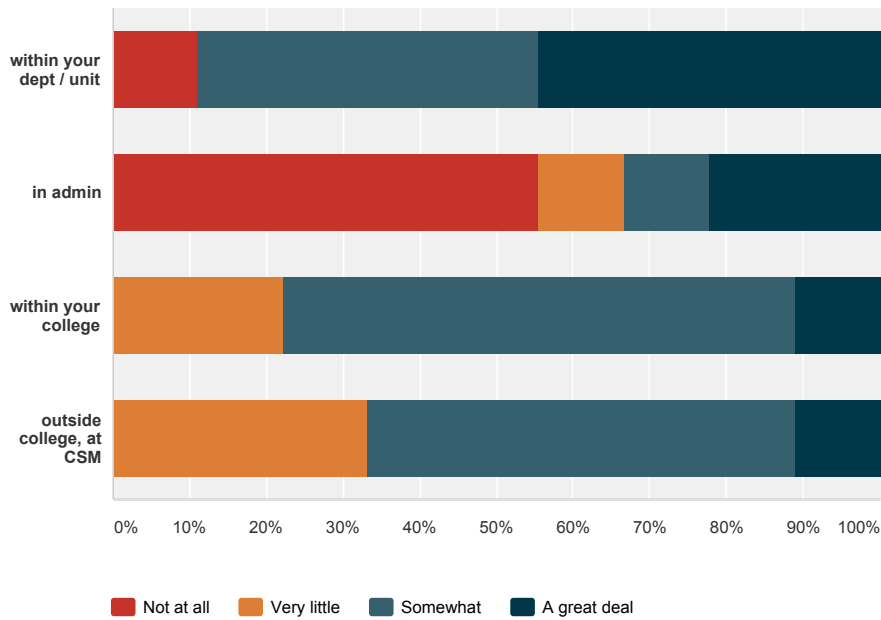
Answer Choices	Responses	
Very unhelpful	11.11%	1
Somewhat unhelpful	0.00%	0
Neutral	0.00%	0

Somewhat helpful	11.11%	1
Very helpful	44.44%	4
Not applicable	33.33%	3
Total		9

Q27

To what extent have you collaborated with colleagues:

Answered: 9 Skipped: 0

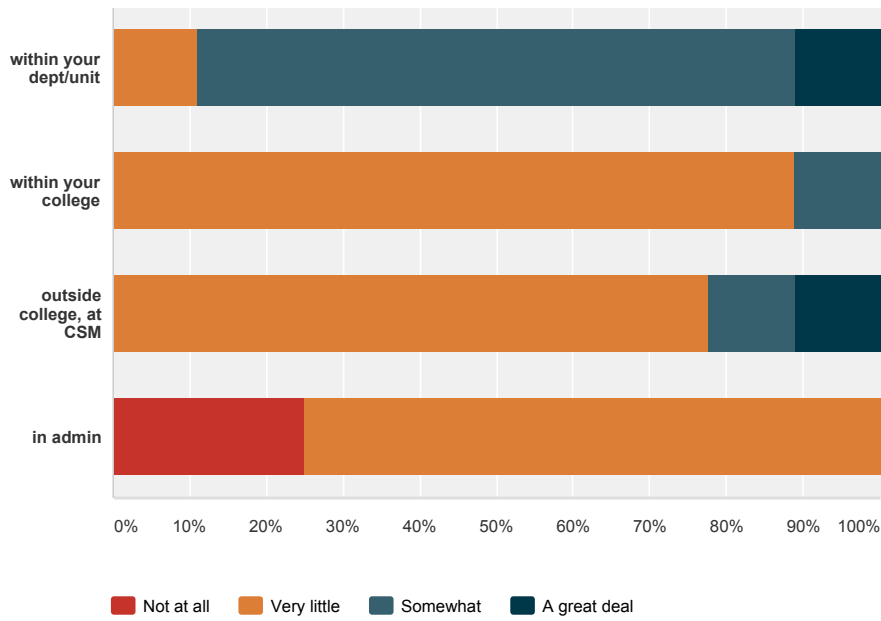


	Not at all	Very little	Somewhat	A great deal	Total
within your dept / unit	11.11% 1	0.00% 0	44.44% 4	44.44% 4	9
in admin	55.56% 5	11.11% 1	11.11% 1	22.22% 2	9
within your college	0.00% 0	22.22% 2	66.67% 6	11.11% 1	9
outside college, at CSM	0.00% 0	33.33% 3	55.56% 5	11.11% 1	9

Q28

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

Answered: 9 Skipped: 0

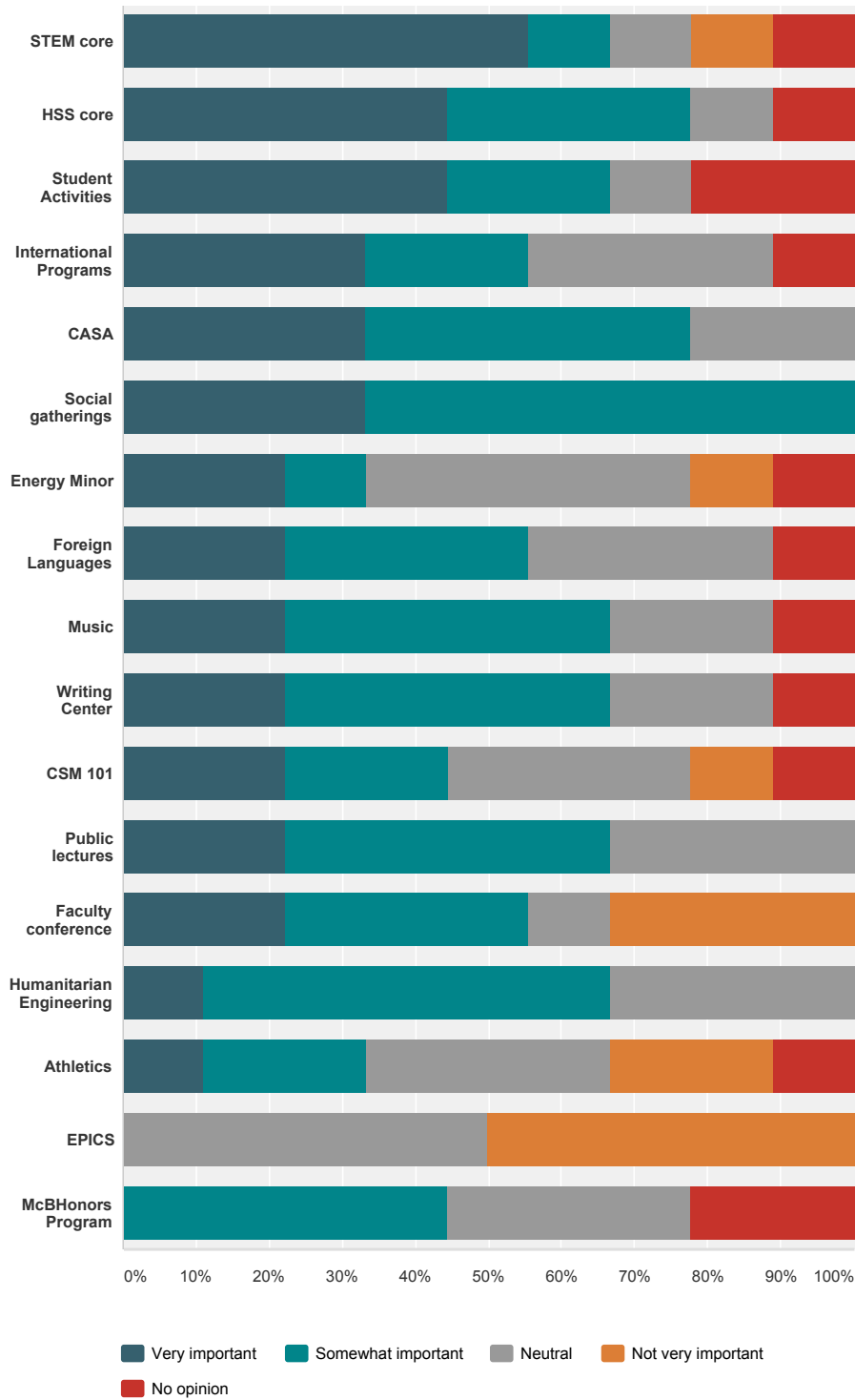


	Not at all	Very little	Somewhat	A great deal	Total
within your dept/unit	0.00% 0	11.11% 1	77.78% 7	11.11% 1	9
within your college	0.00% 0	88.89% 8	11.11% 1	0.00% 0	9
outside college, at CSM	0.00% 0	77.78% 7	11.11% 1	11.11% 1	9
in admin	25.00% 2	75.00% 6	0.00% 0	0.00% 0	8

Q29

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

Answered: 9 Skipped: 0



	Very important	Somewhat important	Neutral	Not very important	No opinion	Total
STEM core	55.56% 5	11.11% 1	11.11% 1	11.11% 1	11.11% 1	9
HSS core	44.44% 4	33.33% 3	11.11% 1	0.00% 0	11.11% 1	9
Student Activities	44.44% 4	22.22% 2	11.11% 1	0.00% 0	22.22% 2	9
International Programs	33.33% 3	22.22% 2	33.33% 3	0.00% 0	11.11% 1	9
CASA	33.33% 3	44.44% 4	22.22% 2	0.00% 0	0.00% 0	9
Social gatherings	33.33% 3	66.67% 6	0.00% 0	0.00% 0	0.00% 0	9
Energy Minor	22.22%	11.11%	44.44%	11.11%	11.11%	

	2	1	4	1	1	9
Foreign Languages	22.22% 2	33.33% 3	33.33% 3	0.00% 0	11.11% 1	9
Music	22.22% 2	44.44% 4	22.22% 2	0.00% 0	11.11% 1	9
Writing Center	22.22% 2	44.44% 4	22.22% 2	0.00% 0	11.11% 1	9
CSM 101	22.22% 2	22.22% 2	33.33% 3	11.11% 1	11.11% 1	9
Public lectures	22.22% 2	44.44% 4	33.33% 3	0.00% 0	0.00% 0	9
Faculty conference	22.22% 2	33.33% 3	11.11% 1	33.33% 3	0.00% 0	9
Humanitarian Engineering	11.11% 1	55.56% 5	33.33% 3	0.00% 0	0.00% 0	9
Athletics	11.11% 1	22.22% 2	33.33% 3	22.22% 2	11.11% 1	9
EPICS	0.00% 0	0.00% 0	50.00% 4	50.00% 4	0.00% 0	8
McBHonors Program	0.00% 0	44.44% 4	33.33% 3	0.00% 0	22.22% 2	9

Q30

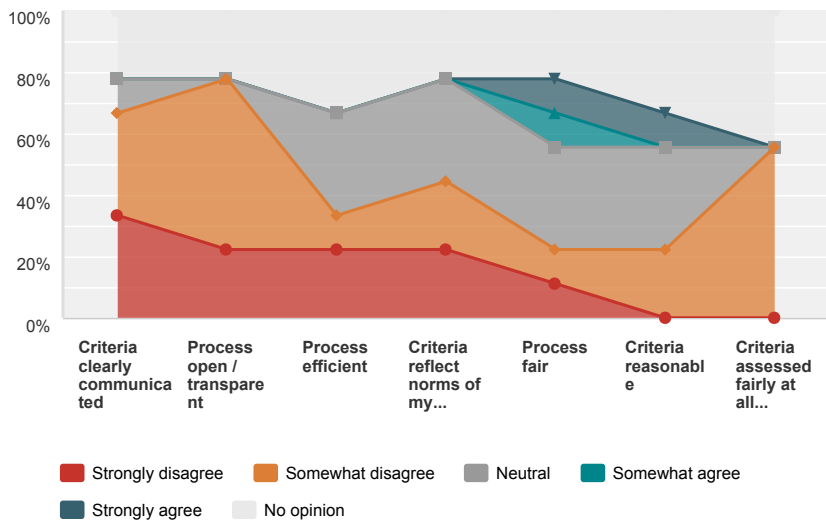
Do you have any additional comments about mentorship and collaboration? (optional)

Answered: 0 Skipped: 9

Q31

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

Answered: 9 Skipped: 0



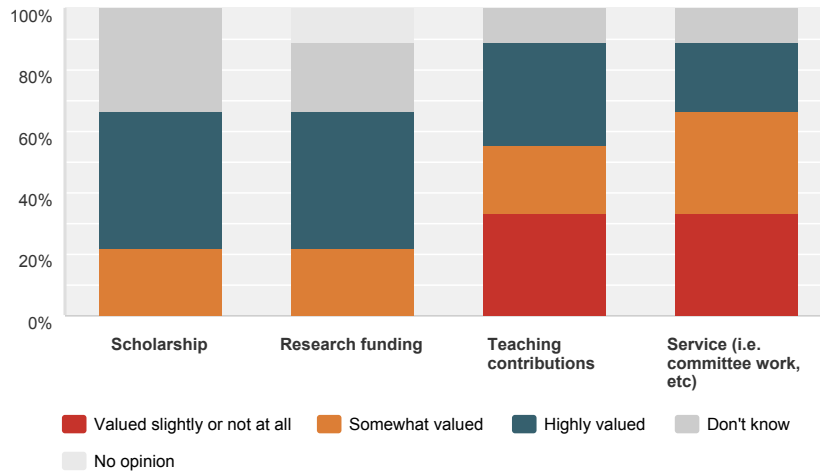
	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	No opinion	Total
Criteria clearly communicated	33.33% 3	33.33% 3	11.11% 1	0.00% 0	0.00% 0	22.22% 2	9

Process open / transparent	22.22% 2	55.56% 5	0.00% 0	0.00% 0	0.00% 0	22.22% 2	9
Process efficient	22.22% 2	11.11% 1	33.33% 3	0.00% 0	0.00% 0	33.33% 3	9
Criteria reflect norms of my discipline	22.22% 2	22.22% 2	33.33% 3	0.00% 0	0.00% 0	22.22% 2	9
Process fair	11.11% 1	11.11% 1	33.33% 3	11.11% 1	11.11% 1	22.22% 2	9
Criteria reasonable	0.00% 0	22.22% 2	33.33% 3	0.00% 0	11.11% 1	33.33% 3	9
Criteria assessed fairly at all levels	0.00% 0	55.56% 5	0.00% 0	0.00% 0	0.00% 0	44.44% 4	9

Q32

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

Answered: 9 Skipped: 0

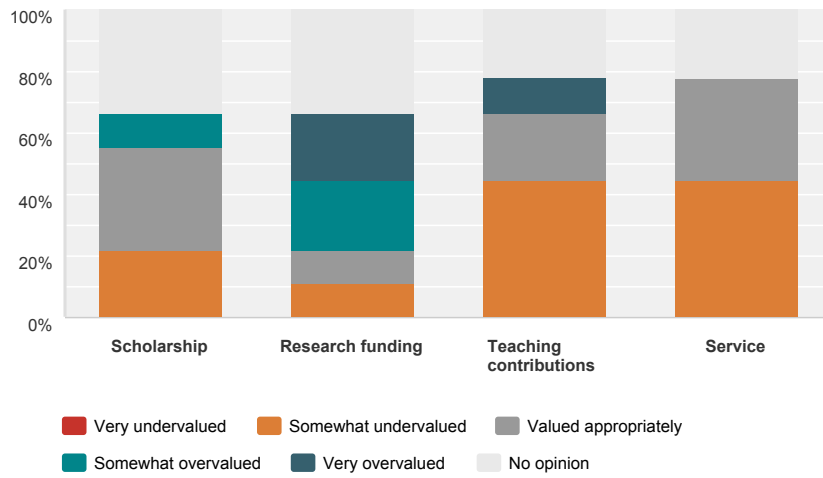


	Valued slightly or not at all	Somewhat valued	Highly valued	Don't know	No opinion	Total
Scholarship	0.00% 0	22.22% 2	44.44% 4	33.33% 3	0.00% 0	9
Research funding	0.00% 0	22.22% 2	44.44% 4	22.22% 2	11.11% 1	9
Teaching contributions	33.33% 3	22.22% 2	33.33% 3	11.11% 1	0.00% 0	9
Service (i.e. committee work, etc)	33.33% 3	33.33% 3	22.22% 2	11.11% 1	0.00% 0	9

Q33

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

Answered: 9 Skipped: 0



	Very undervalued	Somewhat undervalued	Valued appropriately	Somewhat overvalued	Very overvalued	No opinion	Total
Scholarship	0.00% 0	22.22% 2	33.33% 3	11.11% 1	0.00% 0	33.33% 3	9
Research funding	0.00% 0	11.11% 1	11.11% 1	22.22% 2	22.22% 2	33.33% 3	9
Teaching contributions	0.00% 0	44.44% 4	22.22% 2	0.00% 0	11.11% 1	22.22% 2	9
Service	0.00% 0	44.44% 4	33.33% 3	0.00% 0	0.00% 0	22.22% 2	9

Q34

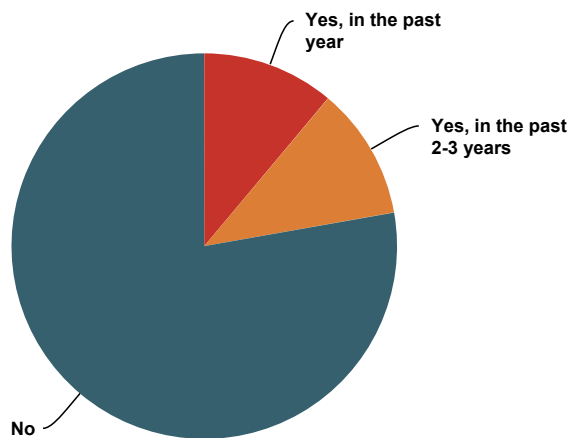
Do you have any additional comments about promotion and/or tenure? (optional)

Answered: 0 Skipped: 9

Q35

Have you applied for a job at another university recently?

Answered: 9 Skipped: 0

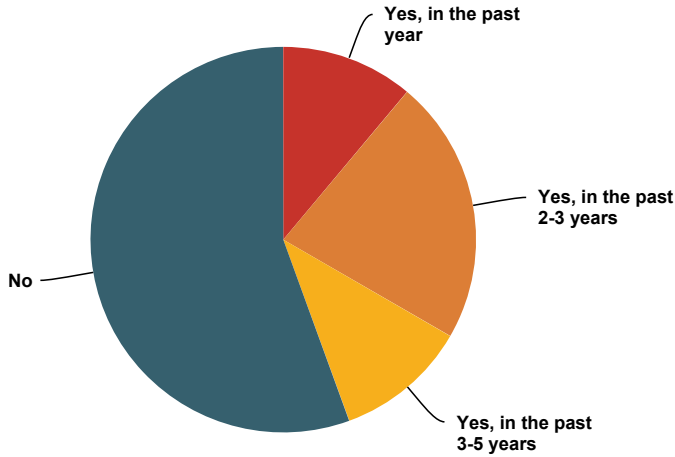


Yes, in the past year	11.11%	1
Yes, in the past 2-3 years	11.11%	1
Yes, in the past 3-5 years	0.00%	0
No	77.78%	7
Total		9

Q36

Have you applied for a job outside academia recently?

Answered: 9 Skipped: 0



Answer Choices	Responses	
Yes, in the past year	11.11%	1
Yes, in the past 2-3 years	22.22%	2
Yes, in the past 3-5 years	11.11%	1
No	55.56%	5
Total		9

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: 9 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

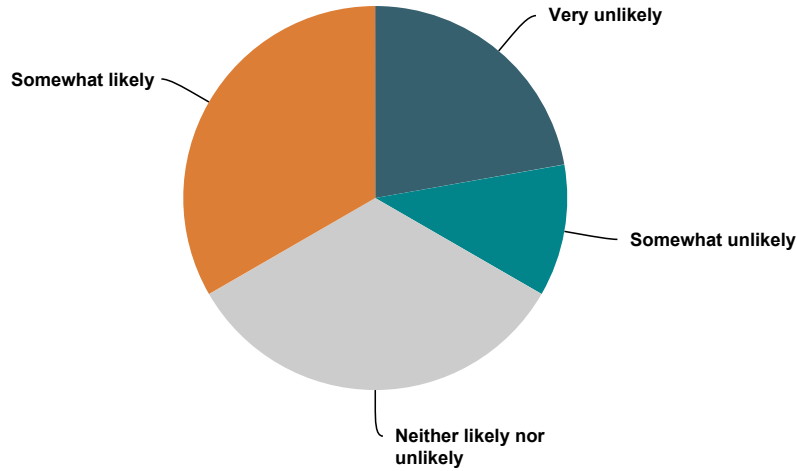
Equipment/laboratory/research start-up	0.00%	0
Employment for spouse/partner	0.00%	0
Received offer, but did not take to CSM leadership	11.11%	1
Not applicable	88.89%	8

Total Respondents: 9

Q38

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

Answered: 9 Skipped: 0



Answer Choices	Responses	
Very unlikely	22.22%	2
Somewhat unlikely	11.11%	1
Neither likely nor unlikely	33.33%	3
Somewhat likely	33.33%	3
Very likely	0.00%	0
Total		9

Q39

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

Answered: 8 Skipped: 1

	Not at all	To some extent	To a great extent	Not applicable	Total
To increase your salary	25.00% 2	25.00% 2	37.50% 3	12.50% 1	8
To enhance your career in other ways	0.00% 0	50.00% 4	37.50% 3	12.50% 1	8
To improve the employment situation of your spouse/partner	50.00% 4	0.00% 0	37.50% 3	12.50% 1	8
To address child-related issues	50.00% 4	12.50% 1	25.00% 2	12.50% 1	8

To pursue a nonacademic job	37.50% 3	37.50% 3	12.50% 1	12.50% 1	8
To reduce stress	12.50% 1	62.50% 5	12.50% 1	12.50% 1	8
To reduce workload	25.00% 2	50.00% 4	12.50% 1	12.50% 1	8
To lower your cost of living	75.00% 6	0.00% 0	12.50% 1	12.50% 1	8
To live elsewhere	37.50% 3	37.50% 3	12.50% 1	12.50% 1	8
Great opportunities in my field	50.00% 4	12.50% 1	12.50% 1	25.00% 2	8
To improve your prospects for tenure	50.00% 4	25.00% 2	0.00% 0	25.00% 2	8
To find a more supportive work environment	62.50% 5	25.00% 2	0.00% 0	12.50% 1	8
To find a more satisfying intellectual environment	87.50% 7	0.00% 0	0.00% 0	12.50% 1	8
To increase your time to do research	37.50% 3	50.00% 4	0.00% 0	12.50% 1	8
Retirement	75.00% 6	0.00% 0	0.00% 0	25.00% 2	8
Benefits	75.00% 6	12.50% 1	0.00% 0	12.50% 1	8

Q40

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

Answered: 9 Skipped: 0

	Not at all	To some extent	To a great extent	Not applicable	Total
Supportive work environment	22.22% 2	44.44% 4	33.33% 3	0.00% 0	9
Tenure or prospects for tenure	22.22% 2	33.33% 3	22.22% 2	22.22% 2	9
Other career benefits	22.22% 2	55.56% 5	22.22% 2	0.00% 0	9
Benefits	11.11% 1	66.67% 6	22.22% 2	0.00% 0	9
Open intellectual environment	11.11% 1	77.78% 7	11.11% 1	0.00% 0	9
Employment situation of your spouse/partner	66.67% 6	11.11% 1	11.11% 1	11.11% 1	9
Cost of living	66.67% 6	11.11% 1	11.11% 1	11.11% 1	9
Living in the area	22.22% 2	66.67% 6	11.11% 1	0.00% 0	9
Salary	55.56% 5	44.44% 4	0.00% 0	0.00% 0	9
Time to do research	55.56% 5	22.22% 2	0.00% 0	22.22% 2	9
Stress level	66.67% 6	33.33% 3	0.00% 0	0.00% 0	9
Workload	66.67% 6	33.33% 3	0.00% 0	0.00% 0	9
Child-related issues	66.67% 6	33.33% 3	0.00% 0	0.00% 0	9

Retirement	55.56% 5	44.44% 4	0.00% 0	0.00% 0	9
Lack of opportunities in my field	88.89% 8	11.11% 1	0.00% 0	0.00% 0	9

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: 9 Skipped: 0

	Not at all	Somewhat	Extensive	Not applicable	Total
Time to spend with family	11.11% 1	44.44% 4	44.44% 4	0.00% 0	9
Managing household responsibilities	0.00% 0	66.67% 6	33.33% 3	0.00% 0	9
Childcare	22.22% 2	22.22% 2	33.33% 3	22.22% 2	9
Care of someone who is ill, disabled, aging, and/or in need of special services	22.22% 2	11.11% 1	33.33% 3	33.33% 3	9
Commuting to and from work	55.56% 5	11.11% 1	33.33% 3	0.00% 0	9
Being part of a dual-career couple	33.33% 3	33.33% 3	33.33% 3	0.00% 0	9
Cost of living	66.67% 6	11.11% 1	22.22% 2	0.00% 0	9
Your health	44.44% 4	55.56% 5	0.00% 0	0.00% 0	9

Q42

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

Answered: 8 Skipped: 1

Answer Choices	Average Number	Total Number	Responses
0-5 yrs	1	6	8
6-17 yrs	1	8	6
18-23 yrs	0	1	6
23+ yrs	0	0	6

Total Respondents: 8

Q43

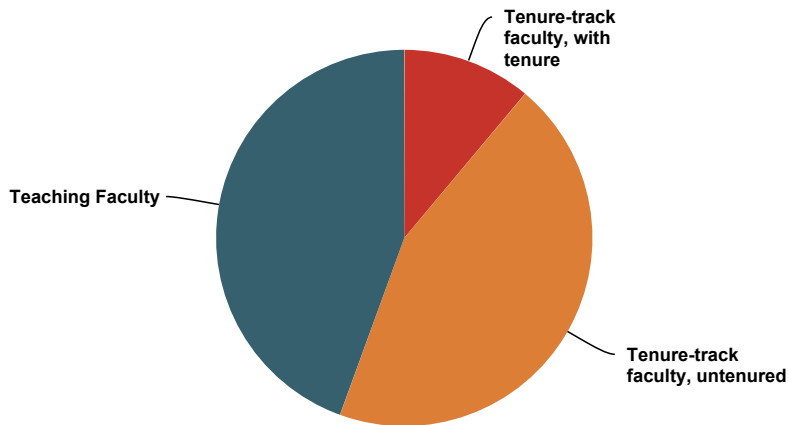
Do you have any additional comments about hiring and retention? (optional)

Answered: 0 Skipped: 9

Q44

What is your current position?

Answered: 9 Skipped: 0



Answer Choices	Responses	
Tenure-track faculty, with tenure	11.11%	1
Tenure-track faculty, untenured	44.44%	4
Teaching Faculty	44.44%	4
Research Faculty	0.00%	0
Library Faculty	0.00%	0
Other	0.00%	0
I prefer not to say	0.00%	0
Total		9

Q45

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

Answered: 9 Skipped: 0

Answer Choices	Responses	
1-3 years	55.56%	5
4-9 years	22.22%	2
10+ years	11.11%	1
I prefer not to say	11.11%	1
Total		9

Q46

In which department/unit is your primary appointment?

Answered: 9 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	100.00%	9
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	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		9

Q47

Gender

Answered: 8 Skipped: 1

Answer Choices	Responses	
Male	75.00%	6
Female	0.00%	0
I prefer not to say	25.00%	2
Total		8

Q48

Race/ethnicity

Answered: 9 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	88.89%	8
I prefer not to say	11.11%	1
Total		9

Q49

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

Answered: 1 Skipped: 8

Q50

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

Answered: 0 Skipped: 9