

CSM Faculty Climate Survey - Metallurgical and Materials Engineering

These are the summary results for Metallurgical and Materials Engineering only.

All Pages

9 responses

238 days (January 21, 2014 - now)

15 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

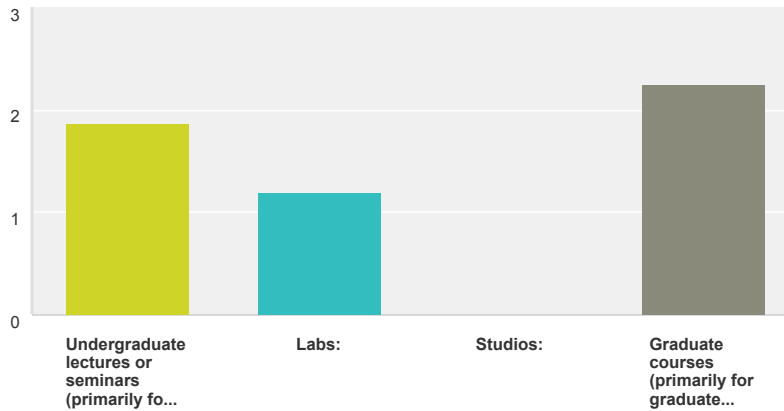
Answer Choices	Average Number	Total Number	Responses
Total number of sections/courses taught:	4	36	9
Total distinct preps (# sections):	4	30	8
Total credit hours delivered:	6	45	7
Total credit hours bought-out for research:	0	3	8
Total students in all sections:	63	568	9

Total Respondents: 9

Q2

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

Answered: 8 Skipped: 1



Answer Choices	Average Number	Total Number	Responses
Undergraduate lectures or seminars (primarily for undergraduates):	2	15	8
Labs:	1	6	5
Studios:	0	0	3
Graduate courses (primarily for graduate students):	2	18	8

Total Respondents: 8

Q3

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

Answered: 9 Skipped: 0

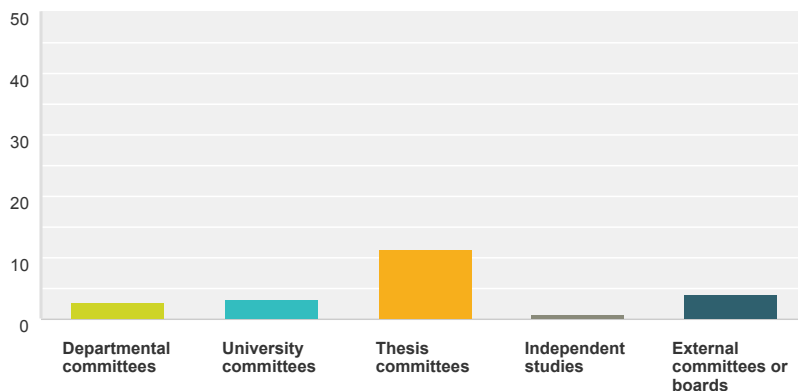
Answer Choices	Responses	
Yes, research related (e.g. charge-outs)	11.11%	1
Yes, service or administration related (e.g. program director, dept head., etc.)	0.00%	0
Yes, for other reasons	11.11%	1
No	88.89%	8

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	3	24	9
University committees	3	23	7
Thesis committees	11	101	9
Independent studies	1	5	6
External committees or boards	4	37	9

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

Chair of a departmental or university committee	44.44% 4	55.56% 5	22.22% 2	9
Director of center, program, or institute	44.44% 4	44.44% 4	22.22% 2	9
Course coordinator	44.44% 4	33.33% 3	33.33% 3	9
Director or Head of department/division	88.89% 8	11.11% 1	0.00% 0	9
Other administrative capacity (e.g. assistant dept head)	77.78% 7	11.11% 1	22.22% 2	9

Q6

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

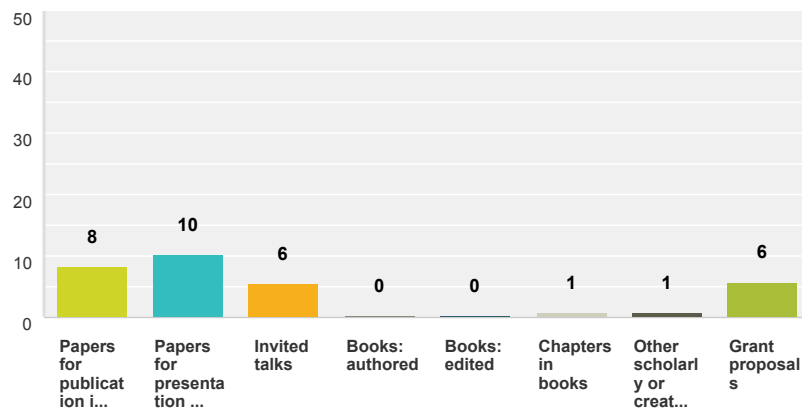
Answered: 8 Skipped: 1

	Teaching relief	Extra compensation	No	Total Respondents
Director or Head of department/division	0.00% 0	20.00% 1	80.00% 4	5
Director of center, program, or institute	0.00% 0	33.33% 2	66.67% 4	6
Chair of a committee	0.00% 0	0.00% 0	100.00% 8	8
Course coordinator	0.00% 0	0.00% 0	100.00% 7	7
Other administrative capacity (e.g. assistant dept head)	0.00% 0	20.00% 1	80.00% 4	5

Q7

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

Answered: 9 Skipped: 0



Answer Choices	Average Number	Total Number	Responses
Papers for publication in peer-reviewed journals	8	75	9
Papers for presentation at conferences	10	93	9
Invited talks	6	50	9
Books: authored	0	1	7
Books: edited	0	1	7
Chapters in books	1	6	8
Other scholarly or creative works	1	4	6
Grant proposals	6	51	9

Total Respondents: 9

Q8

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

Answered: 9 Skipped: 0

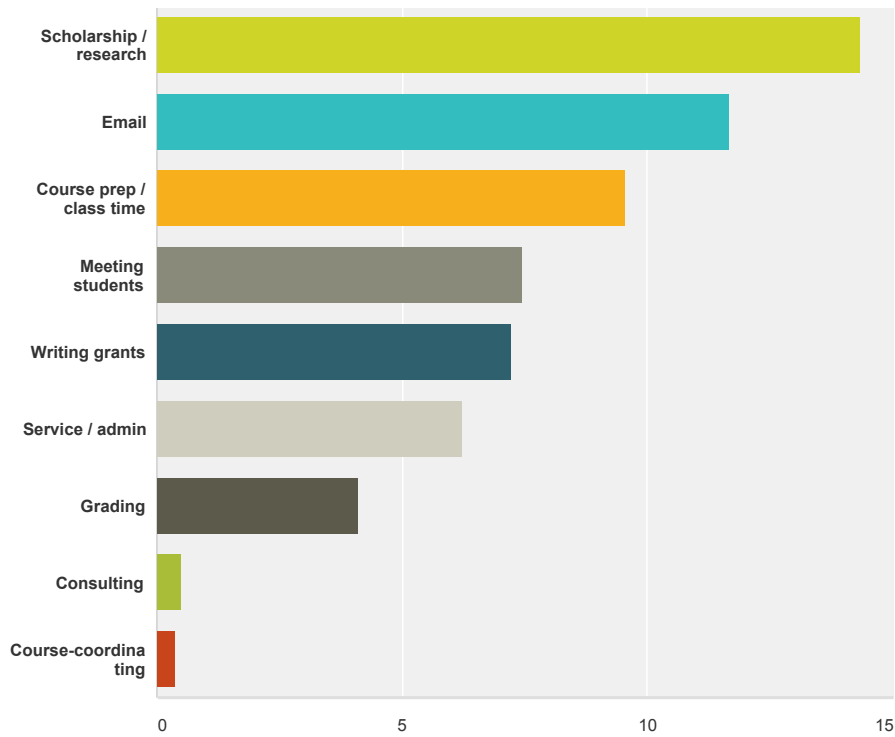
Answer Choices	Average Number	Total Number	Responses
# MS students/advises	3	27	9
# PhD students/advises	5	44	9

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: 9 Skipped: 0



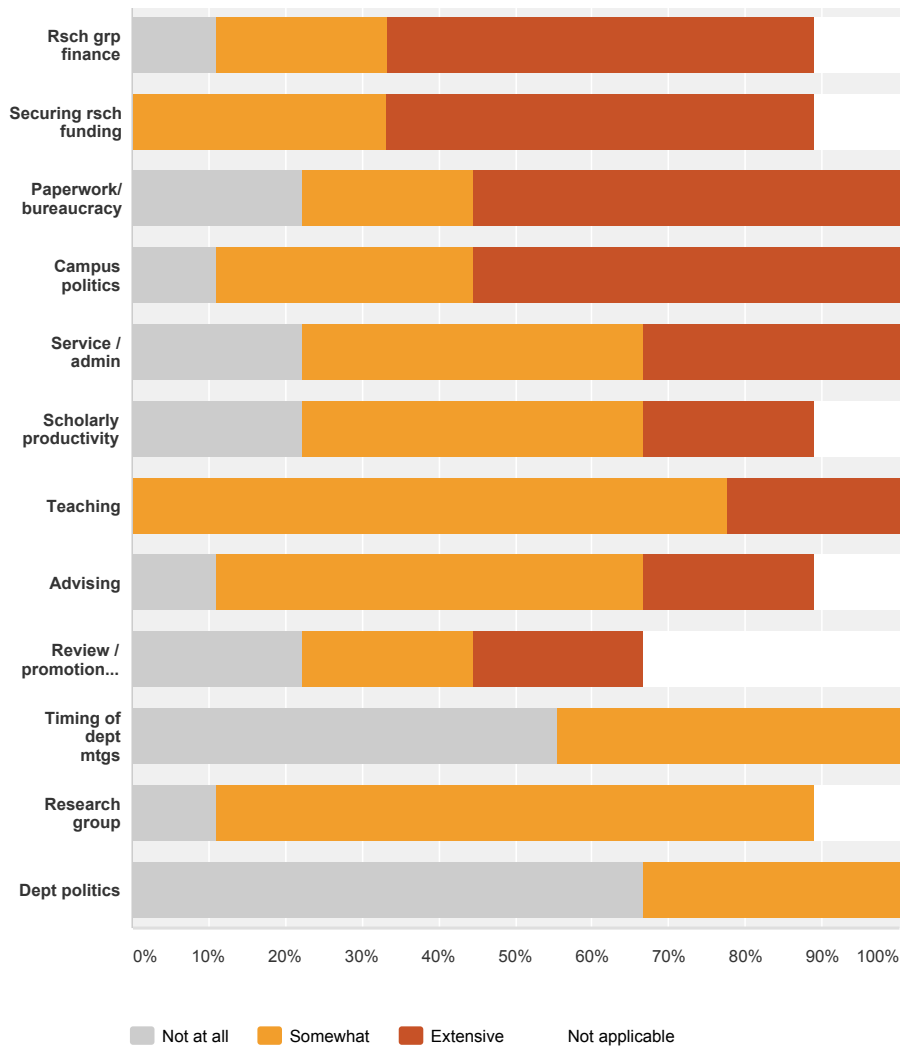
Answer Choices	Average Number	Total Number	Responses
Scholarship / research	14	129	9
Email	12	105	9
Course prep / class time	10	86	9
Meeting students	7	67	9
Writing grants	7	65	9
Service / admin	6	56	9
Grading	4	37	9
Consulting	1	3	6
Course-coordinating	0	3	8

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

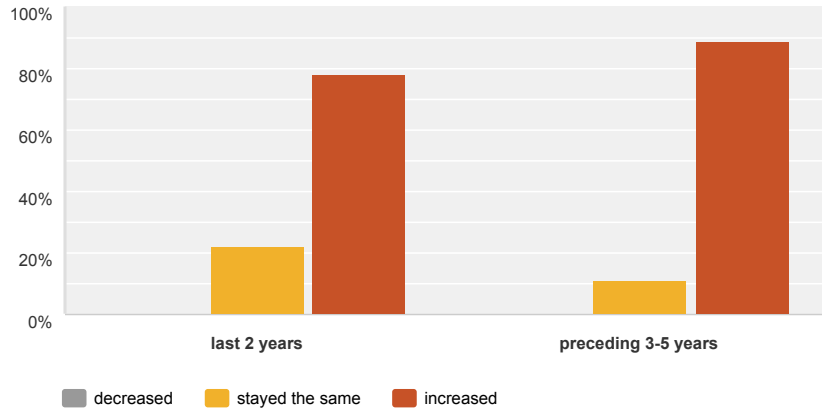


	Not at all	Somewhat	Extensive	Not applicable	Total
Rsch grp finance	11.11% 1	22.22% 2	55.56% 5	11.11% 1	9
Securing rsch funding	0.00% 0	33.33% 3	55.56% 5	11.11% 1	9
Paperwork/ bureaucracy	22.22% 2	22.22% 2	55.56% 5	0.00% 0	9
Campus politics	11.11% 1	33.33% 3	55.56% 5	0.00% 0	9
Service / admin	22.22%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

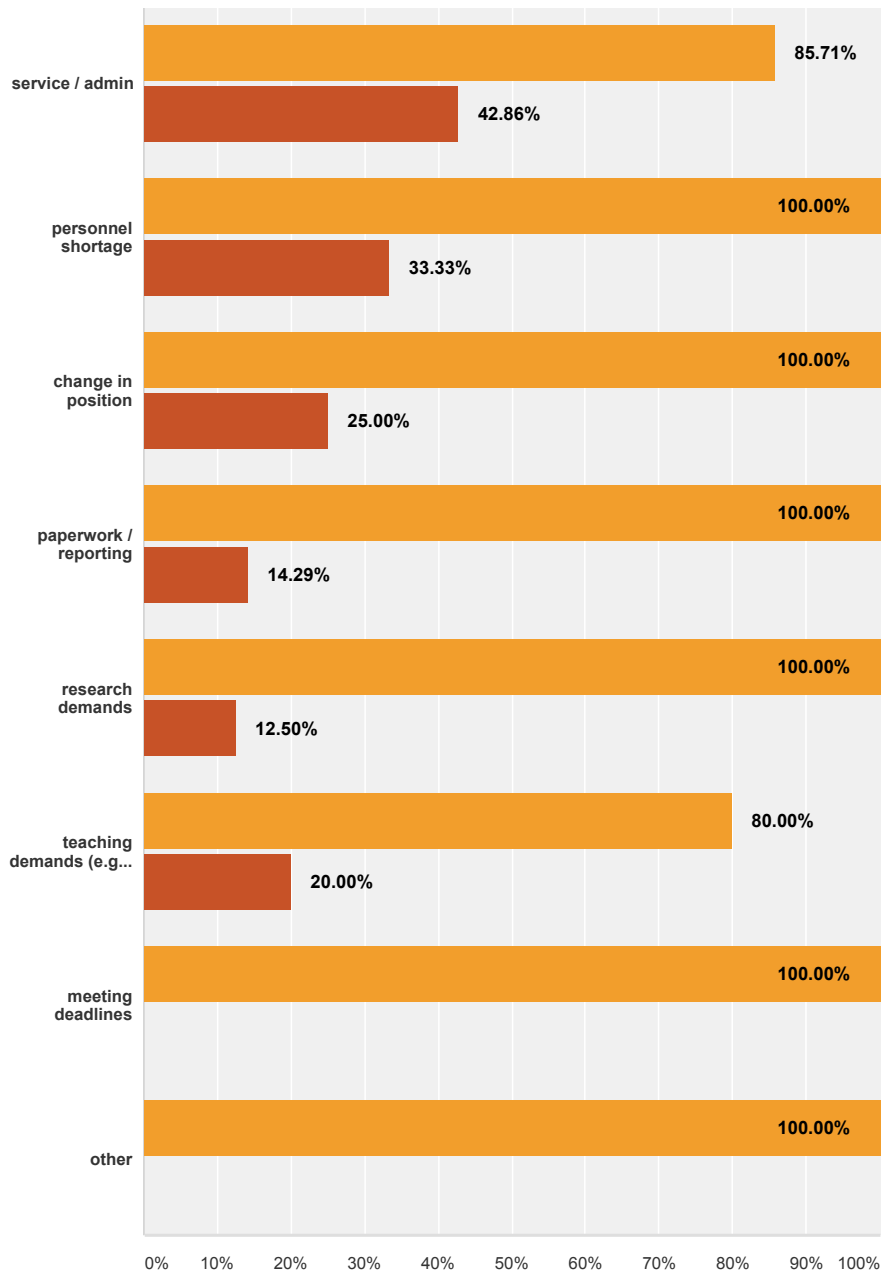


	decreased	stayed the same	increased	Total
last 2 years	0.00% 0	22.22% 2	77.78% 7	9
preceding 3-5 years	0.00% 0	11.11% 1	88.89% 8	9

Q12

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

Answered: 9 Skipped: 0



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

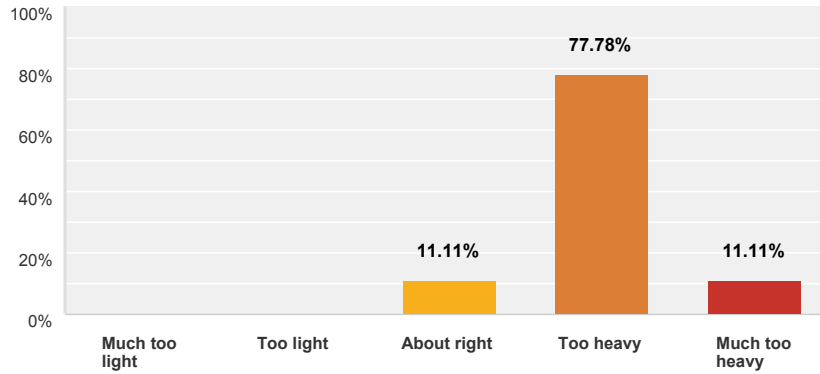
	contributed to increase (check all that apply)	single most significant factor (check one)	Total Respondents
service / admin	85.71% 6	42.86% 3	7
personnel shortage	100.00% 6	33.33% 2	6
change in position	100.00% 4	25.00% 1	4
paperwork / reporting	100.00% 7	14.29% 1	7
research demands	100.00% 8	12.50% 1	8
teaching demands (e.g. increased student numbers)	80.00% 4	20.00% 1	5
meeting deadlines	100.00% 8	0.00% 0	8

other	100.00% 1	0.00% 0	1
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Q13

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

Answered: 9 Skipped: 0



Answer Choices	Responses	Count
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
Salary	0.00% 0	44.44% 4	22.22% 2	33.33% 3	0.00% 0	0.00% 0	9
Start-up funds	0.00% 0	22.22% 2	11.11% 1	0.00% 0	22.22% 2	44.44% 4	9
Length of contract	0.00% 0	11.11% 1	44.44% 4	11.11% 1	0.00% 0	33.33% 3	9
Benefits	0.00% 0	0.00% 0	44.44% 4	22.22% 2	33.33% 3	0.00% 0	9

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	55.56% 5	0.00% 0	0.00% 0	11.11% 1	0.00% 0	9
Number or breadth of faculty within department/unit to deliver curriculum	33.33% 3	22.22% 2	22.22% 2	0.00% 0	11.11% 1	11.11% 1	9
Number or breadth of faculty within department/unit to advance research	33.33% 3	22.22% 2	22.22% 2	0.00% 0	11.11% 1	11.11% 1	9
Lab or research space	22.22% 2	11.11% 1	0.00% 0	44.44% 4	11.11% 1	11.11% 1	9
Availability of nearby parking	11.11% 1	11.11% 1	22.22% 2	22.22% 2	33.33% 3	0.00% 0	9
Instructional/classroom technology	11.11% 1	22.22% 2	11.11% 1	44.44% 4	0.00% 0	11.11% 1	9
Support for submitting grants	11.11% 1	33.33% 3	22.22% 2	11.11% 1	11.11% 1	11.11% 1	9
Office space	0.00% 0	22.22% 2	0.00% 0	66.67% 6	11.11% 1	0.00% 0	9
Classroom space	0.00% 0	11.11% 1	22.22% 2	33.33% 3	22.22% 2	11.11% 1	9
Library resources	0.00% 0	11.11% 1	22.22% 2	33.33% 3	22.22% 2	11.11% 1	9
Computer resources	0.00% 0	11.11% 1	33.33% 3	55.56% 5	0.00% 0	0.00% 0	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
Committee and administrative responsibilities	33.33% 3	22.22% 2	11.11% 1	22.22% 2	11.11% 1	0.00% 0	9
Time available for scholarly work	22.22% 2	55.56% 5	0.00% 0	11.11% 1	11.11% 1	0.00% 0	9
Access to teaching assistants	11.11% 1	0.00% 0	11.11% 1	55.56% 5	22.22% 2	0.00% 0	9
Intellectual stimulation of your work environment	11.11% 1	0.00% 0	11.11% 1	44.44% 4	33.33% 3	0.00% 0	9
Teaching responsibilities	0.00% 0	11.11% 1	22.22% 2	44.44% 4	22.22% 2	0.00% 0	9
Advising responsibilities	0.00% 0	11.11% 1	22.22% 2	44.44% 4	11.11% 1	11.11% 1	9
Quality of	0.00%	11.11%	33.33%	33.33%	22.22%	0.00%	

graduate students	0	1	3	3	2	0	9
Access to students for research projects	0.00% 0	22.22% 2	22.22% 2	33.33% 3	0.00% 0	22.22% 2	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
Conducting research/scholarship	88.89% 8	0.00% 0	11.11% 1	0.00% 0	0.00% 0	0.00% 0	9
Open environment for discussing differing ideas	77.78% 7	0.00% 0	22.22% 2	0.00% 0	0.00% 0	0.00% 0	9
Academic freedom	77.78% 7	22.22% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	9
Faculty input in decision-making	77.78% 7	11.11% 1	11.11% 1	0.00% 0	0.00% 0	0.00% 0	9
Teaching graduate students	75.00% 6	25.00% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	8
Teaching undergraduate students	66.67% 6	33.33% 3	0.00% 0	0.00% 0	0.00% 0	0.00% 0	9
Intellectual activities with colleagues	66.67% 6	33.33% 3	0.00% 0	0.00% 0	0.00% 0	0.00% 0	9
Diversity on campus	55.56% 5	22.22% 2	22.22% 2	0.00% 0	0.00% 0	0.00% 0	9
Engage in student life/ activities	11.11% 1	33.33% 3	22.22% 2	22.22% 2	11.11% 1	0.00% 0	9
Engage in service/ committee work	0.00% 0	44.44% 4	44.44% 4	11.11% 1	0.00% 0	0.00% 0	9
Social activities with colleagues	0.00% 0	44.44% 4	44.44% 4	11.11% 1	0.00% 0	0.00% 0	9

Q19

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

Answered: 2 Skipped: 7

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
The creation of colleges has made my professional life better	55.56% 5	33.33% 3	11.11% 1	0.00% 0	0.00% 0	0.00% 0	9
I feel comfortable expressing my views openly	11.11% 1	33.33% 3	0.00% 0	33.33% 3	22.22% 2	0.00% 0	9

I am able to make decisions about my areas of responsibility	11.11% 1	0.00% 0	0.00% 0	55.56% 5	33.33% 3	0.00% 0	9
My colleagues value my research/scholarship	0.00% 0	11.11% 1	0.00% 0	33.33% 3	55.56% 5	0.00% 0	9
My colleagues value my contributions to teaching and advising	0.00% 0	0.00% 0	11.11% 1	22.22% 2	55.56% 5	11.11% 1	9
My colleagues value my service and administrative contributions	0.00% 0	11.11% 1	33.33% 3	22.22% 2	33.33% 3	0.00% 0	9
The quality of my scholarship is positively affected by my interactions with CSM colleagues	0.00% 0	0.00% 0	22.22% 2	33.33% 3	44.44% 4	0.00% 0	9
I feel I am given the opportunity to serve on important committees	0.00% 0	11.11% 1	11.11% 1	33.33% 3	44.44% 4	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	0.00% 0	22.22% 2	55.56% 5	22.22% 2	0.00% 0	9
I have to work harder than some of my colleagues to be perceived as a legitimate scholar	0.00% 0	11.11% 1	11.11% 1	33.33% 3	22.22% 2	22.22% 2	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	11.11% 1	11.11% 1	44.44% 4	33.33% 3	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
Department/unit helps me obtain or manage the resources I need	11.11% 1	22.22% 2	11.11% 1	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	44.44% 4	44.44% 4	0.00% 0	9
Department/unit creates a collegial and supportive environment	0.00% 0	0.00% 0	11.11% 1	44.44% 4	44.44% 4	0.00% 0	9
Decision-making is collaborative and transparent	0.00% 0	11.11% 1	33.33% 3	22.22% 2	33.33% 3	0.00% 0	9

Decision-making is fair	0.00% 0	0.00% 0	22.22% 2	33.33% 3	44.44% 4	0.00% 0	9
Decision-making is efficient	0.00% 0	33.33% 3	33.33% 3	22.22% 2	11.11% 1	0.00% 0	9
Decision-making reflects sound priorities and relevant data	0.00% 0	0.00% 0	44.44% 4	44.44% 4	11.11% 1	0.00% 0	9
I have a voice in decision-making	0.00% 0	0.00% 0	11.11% 1	33.33% 3	55.56% 5	0.00% 0	9
I feel comfortable, included, and valued	0.00% 0	12.50% 1	0.00% 0	25.00% 2	62.50% 5	0.00% 0	8
Diversity of opinion is respected and valued	0.00% 0	0.00% 0	0.00% 0	44.44% 4	55.56% 5	0.00% 0	9

Q22

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

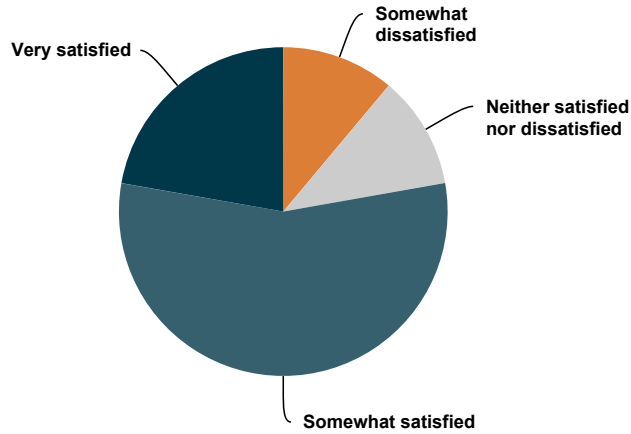
Answered: 9 Skipped: 0

	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	Not applicable	Total
Decision-making is collaborative and transparent	33.33% 3	44.44% 4	11.11% 1	11.11% 1	0.00% 0	0.00% 0	9
Decision-making is fair	33.33% 3	44.44% 4	11.11% 1	0.00% 0	11.11% 1	0.00% 0	9
Decision-making is efficient	33.33% 3	55.56% 5	0.00% 0	0.00% 0	11.11% 1	0.00% 0	9
CSM helps me obtain or manage the resources I need	22.22% 2	44.44% 4	0.00% 0	22.22% 2	11.11% 1	0.00% 0	9
Decision-making reflects sound priorities and relevant data	22.22% 2	66.67% 6	0.00% 0	11.11% 1	0.00% 0	0.00% 0	9
I have a voice in decision-making	22.22% 2	44.44% 4	22.22% 2	11.11% 1	0.00% 0	0.00% 0	9
I feel comfortable, included, and valued	22.22% 2	11.11% 1	33.33% 3	22.22% 2	11.11% 1	0.00% 0	9
Diversity of opinion is respected and valued	11.11% 1	33.33% 3	0.00% 0	33.33% 3	22.22% 2	0.00% 0	9
Interdisciplinary research is valued and supported	0.00% 0	33.33% 3	0.00% 0	33.33% 3	33.33% 3	0.00% 0	9
CSM creates a collegial and supportive environment	0.00% 0	44.44% 4	11.11% 1	11.11% 1	33.33% 3	0.00% 0	9

Q23

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

Answered: 9 Skipped: 0

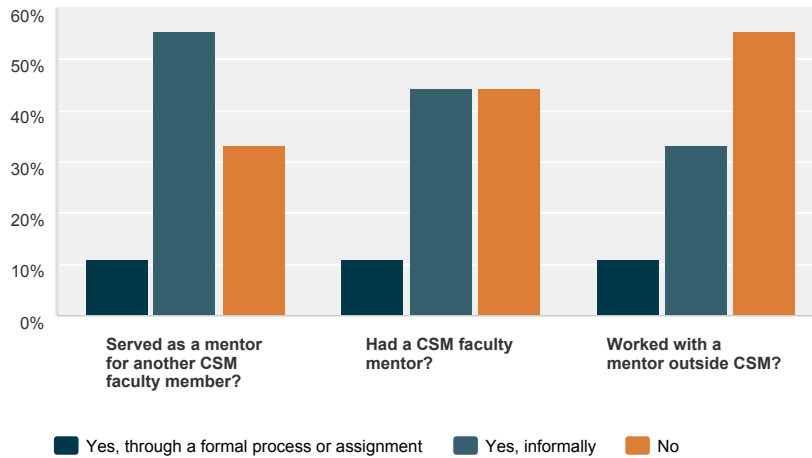


Answer Choices	Responses
Very dissatisfied	0.00% 0
Somewhat dissatisfied	11.11% 1
Neither satisfied nor dissatisfied	11.11% 1
Somewhat satisfied	55.56% 5
Very satisfied	22.22% 2
Total	9

Q24

While at CSM, have you:

Answered: 9 Skipped: 0

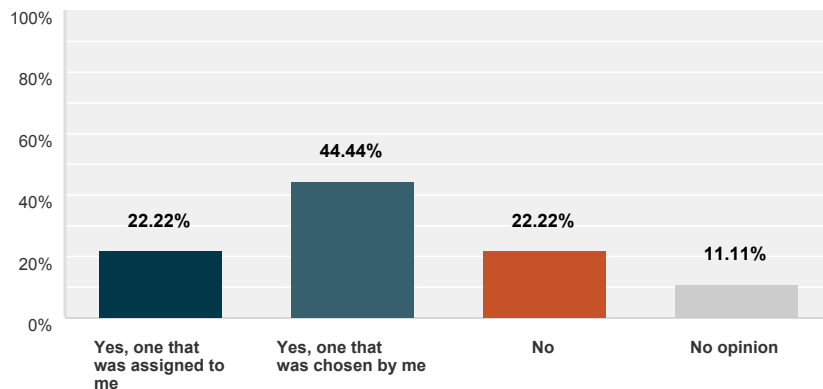


	Yes, through a formal process or assignment	Yes, informally	No	Total
Served as a mentor for another CSM faculty member?	11.11% 1	55.56% 5	33.33% 3	9
Had a CSM faculty mentor?	11.11% 1	44.44% 4	44.44% 4	9
Worked with a	11.11%	33.33%	55.56%	

Q25

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

Answered: 9 Skipped: 0

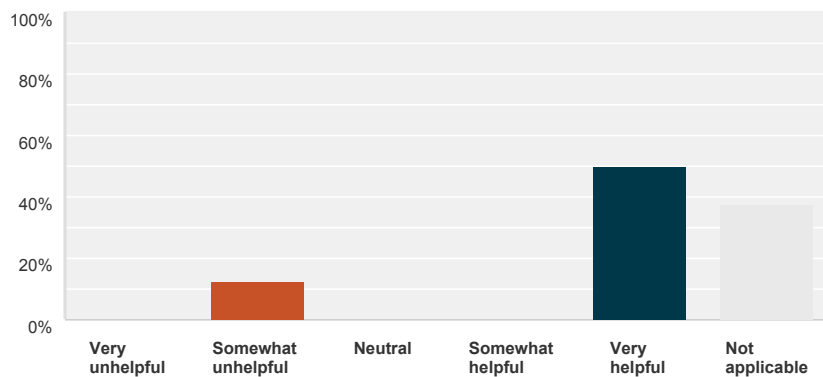


Answer Choices	Responses	
Yes, one that was assigned to me	22.22%	2
Yes, one that was chosen by me	44.44%	4
No	22.22%	2
No opinion	11.11%	1
Total		9

Q26

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

Answered: 8 Skipped: 1



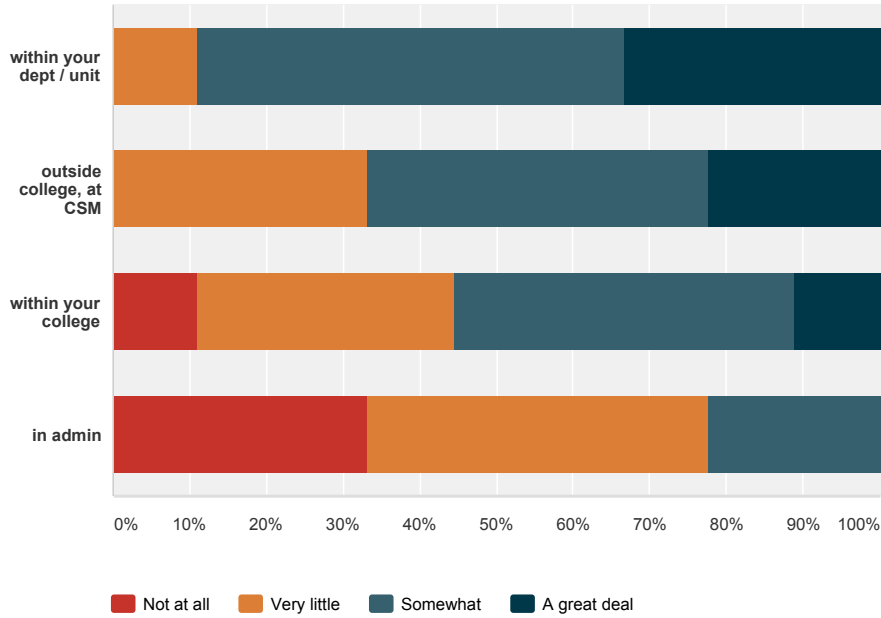
Answer Choices	Responses	
Very unhelpful	0.00%	0
Somewhat unhelpful	12.50%	1
Neutral	0.00%	0
Somewhat helpful	0.00%	0

Very helpful	50.00%	4
Not applicable	37.50%	3
Total		8

Q27

To what extent have you collaborated with colleagues:

Answered: 9 Skipped: 0

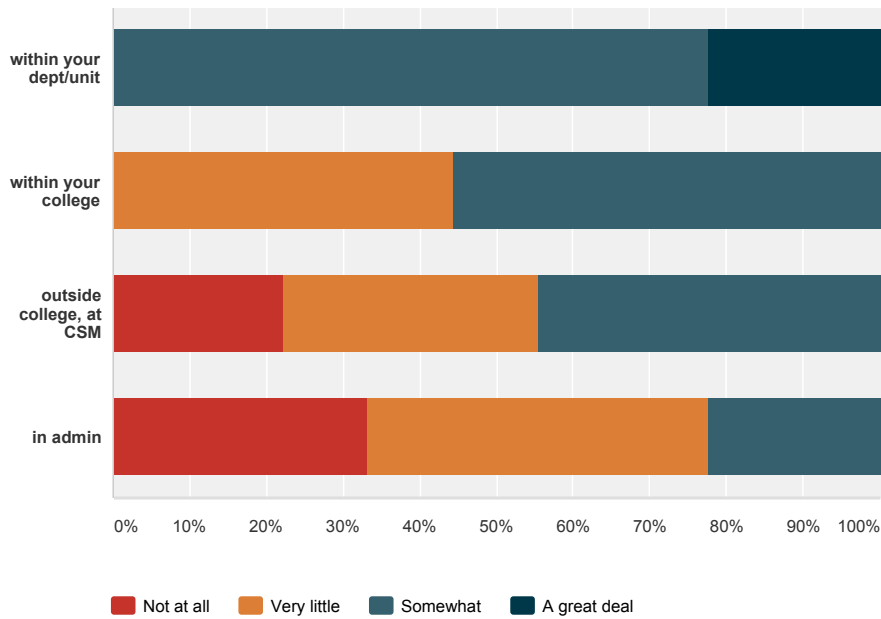


	Not at all	Very little	Somewhat	A great deal	Total
within your dept / unit	0.00% 0	11.11% 1	55.56% 5	33.33% 3	9
outside college, at CSM	0.00% 0	33.33% 3	44.44% 4	22.22% 2	9
within your college	11.11% 1	33.33% 3	44.44% 4	11.11% 1	9
in admin	33.33% 3	44.44% 4	22.22% 2	0.00% 0	9

Q28

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

Answered: 9 Skipped: 0

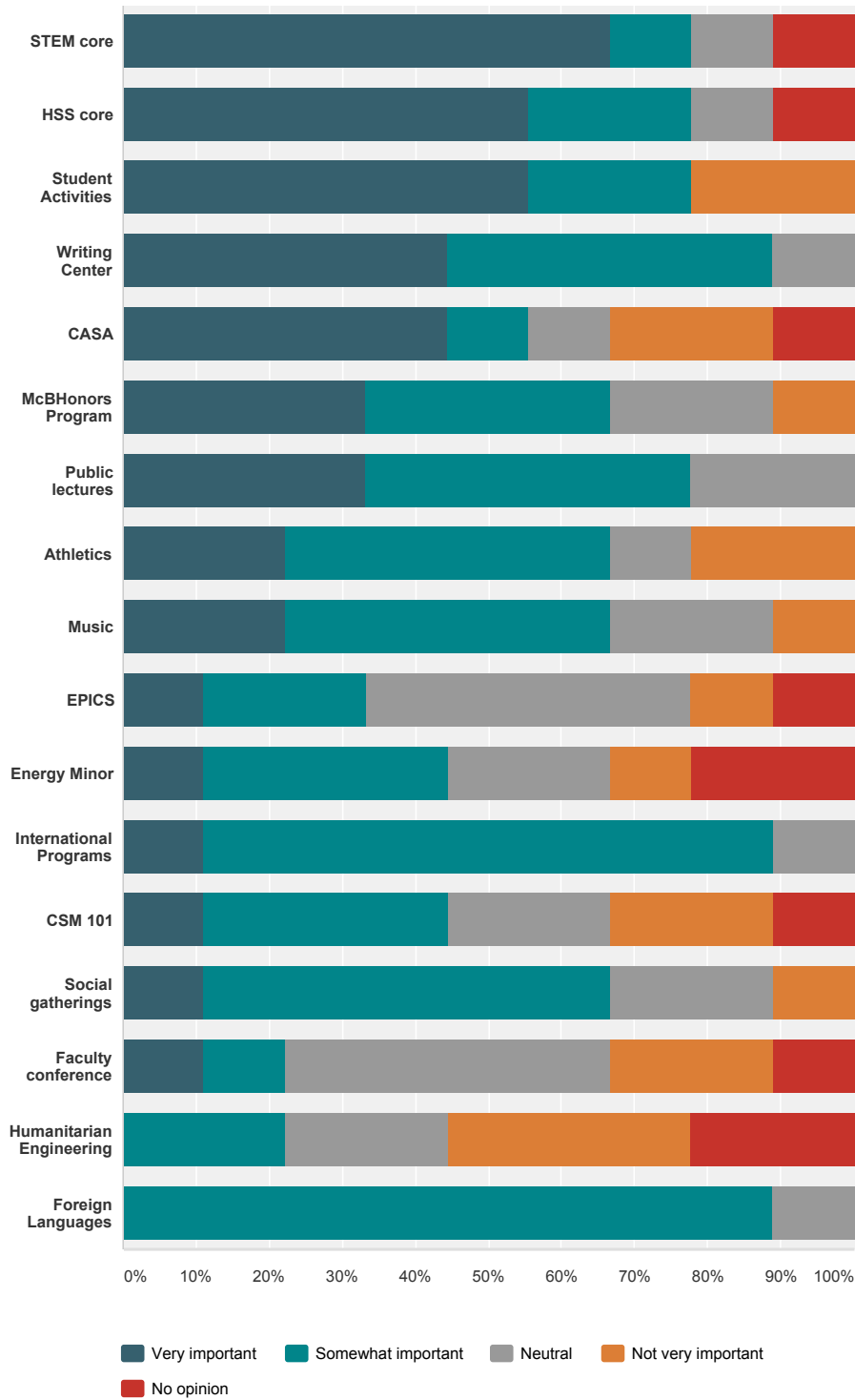


	Not at all	Very little	Somewhat	A great deal	Total
within your dept/unit	0.00% 0	0.00% 0	77.78% 7	22.22% 2	9
within your college	0.00% 0	44.44% 4	55.56% 5	0.00% 0	9
outside college, at CSM	22.22% 2	33.33% 3	44.44% 4	0.00% 0	9
in admin	33.33% 3	44.44% 4	22.22% 2	0.00% 0	9

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	66.67% 6	11.11% 1	11.11% 1	0.00% 0	11.11% 1	9
HSS core	55.56% 5	22.22% 2	11.11% 1	0.00% 0	11.11% 1	9
Student Activities	55.56% 5	22.22% 2	0.00% 0	22.22% 2	0.00% 0	9
Writing Center	44.44% 4	44.44% 4	11.11% 1	0.00% 0	0.00% 0	9
CASA	44.44% 4	11.11% 1	11.11% 1	22.22% 2	11.11% 1	9
McBHonors Program	33.33% 3	33.33% 3	22.22% 2	11.11% 1	0.00% 0	9
Public lectures	33.33%	44.44%	22.22%	0.00%	0.00%	

	3	4	2	0	0	9
Athletics	22.22% 2	44.44% 4	11.11% 1	22.22% 2	0.00% 0	9
Music	22.22% 2	44.44% 4	22.22% 2	11.11% 1	0.00% 0	9
EPICS	11.11% 1	22.22% 2	44.44% 4	11.11% 1	11.11% 1	9
Energy Minor	11.11% 1	33.33% 3	22.22% 2	11.11% 1	22.22% 2	9
International Programs	11.11% 1	77.78% 7	11.11% 1	0.00% 0	0.00% 0	9
CSM 101	11.11% 1	33.33% 3	22.22% 2	22.22% 2	11.11% 1	9
Social gatherings	11.11% 1	55.56% 5	22.22% 2	11.11% 1	0.00% 0	9
Faculty conference	11.11% 1	11.11% 1	44.44% 4	22.22% 2	11.11% 1	9
Humanitarian Engineering	0.00% 0	22.22% 2	22.22% 2	33.33% 3	22.22% 2	9
Foreign Languages	0.00% 0	88.89% 8	11.11% 1	0.00% 0	0.00% 0	9

Q30

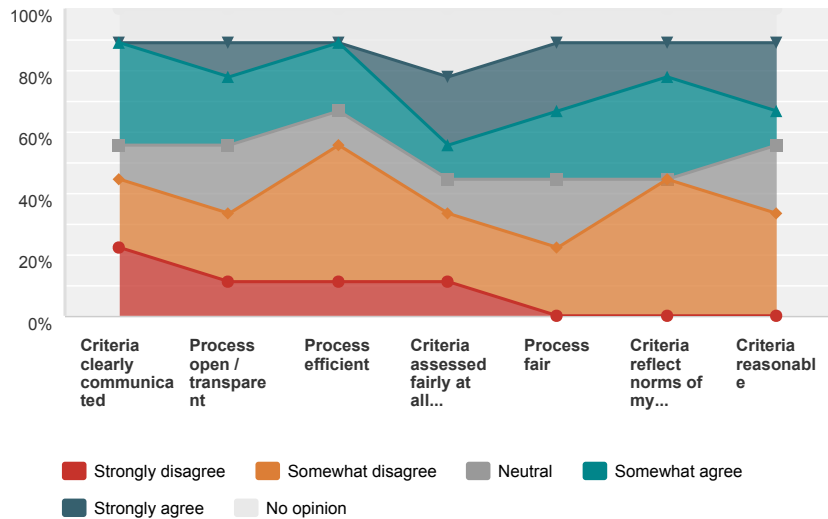
Do you have any additional comments about mentorship and collaboration? (optional)

Answered: 1 Skipped: 8

Q31

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

Answered: 9 Skipped: 0



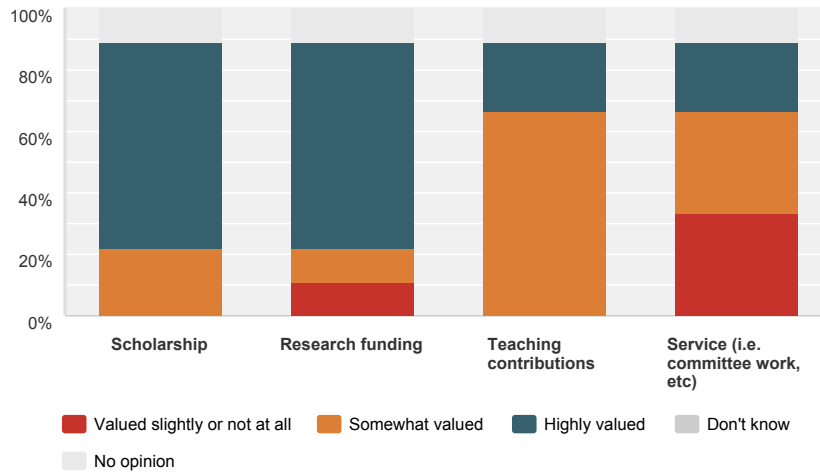
	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	No opinion	Total
Criteria clearly communicated	22.22% 2	22.22% 2	11.11% 1	33.33% 3	0.00% 0	11.11% 1	9

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

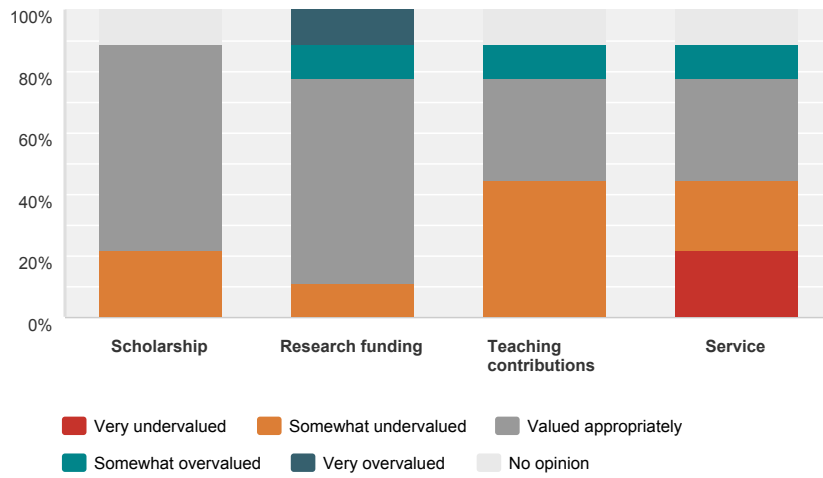


	Valued slightly or not at all	Somewhat valued	Highly valued	Don't know	No opinion	Total
Scholarship	0.00% 0	22.22% 2	66.67% 6	0.00% 0	11.11% 1	9
Research funding	11.11% 1	11.11% 1	66.67% 6	0.00% 0	11.11% 1	9
Teaching contributions	0.00% 0	66.67% 6	22.22% 2	0.00% 0	11.11% 1	9
Service (i.e. committee work, etc)	33.33% 3	33.33% 3	22.22% 2	0.00% 0	11.11% 1	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	66.67% 6	0.00% 0	0.00% 0	11.11% 1	9
Research funding	0.00% 0	11.11% 1	66.67% 6	11.11% 1	11.11% 1	0.00% 0	9
Teaching contributions	0.00% 0	44.44% 4	33.33% 3	11.11% 1	0.00% 0	11.11% 1	9
Service	22.22% 2	22.22% 2	33.33% 3	11.11% 1	0.00% 0	11.11% 1	9

Q34

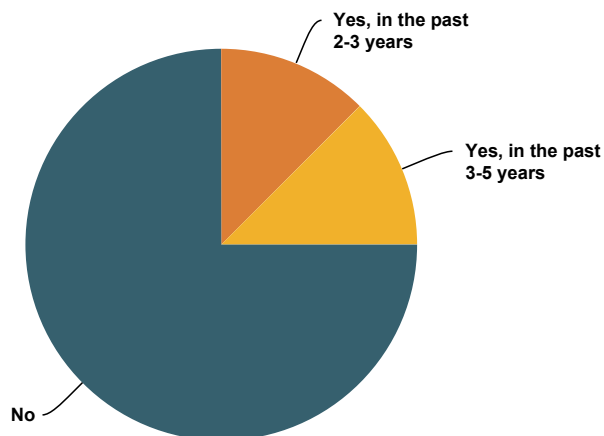
Do you have any additional comments about promotion and/or tenure? (optional)

Answered: 1 Skipped: 8

Q35

Have you applied for a job at another university recently?

Answered: 8 Skipped: 1



Answer Choices

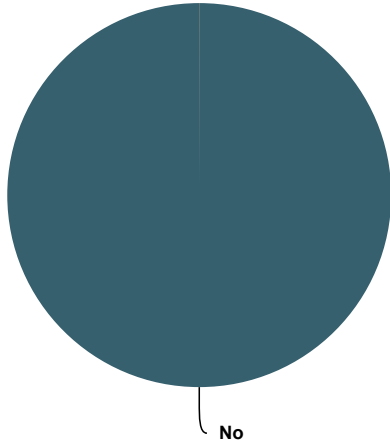
Responses

Yes, in the past year	0.00%	0
Yes, in the past 2-3 years	12.50%	1
Yes, in the past 3-5 years	12.50%	1
No	75.00%	6
Total		8

Q36

Have you applied for a job outside academia recently?

Answered: 9 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% 9
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: 8 Skipped: 1

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

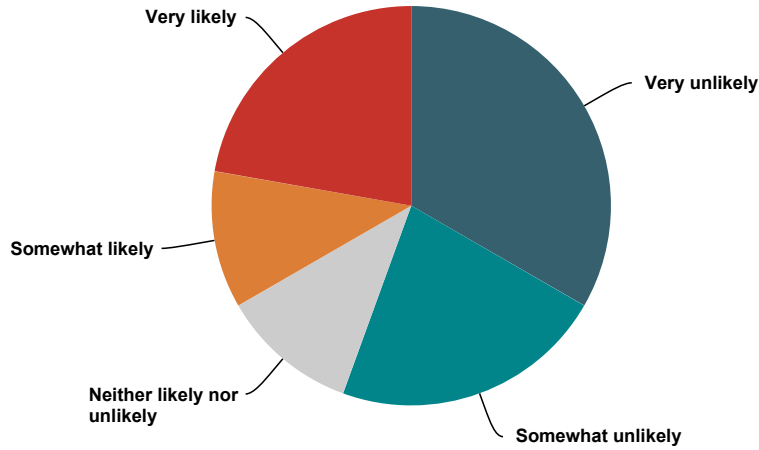
Equipment/laboratory/research start-up	0.00%	0
Employment for spouse/partner	0.00%	0
Received offer, but did not take to CSM leadership	25.00%	2
Not applicable	75.00%	6

Total Respondents: 8

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	33.33% 3
Somewhat unlikely	22.22% 2
Neither likely nor unlikely	11.11% 1
Somewhat likely	11.11% 1
Very likely	22.22% 2
Total	9

Q39

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

Answered: 9 Skipped: 0

	Not at all	To some extent	To a great extent	Not applicable	Total
To enhance your career in other ways	11.11% 1	44.44% 4	33.33% 3	11.11% 1	9
To find a more supportive work environment	44.44% 4	11.11% 1	33.33% 3	11.11% 1	9
To increase your time to do research	11.11% 1	44.44% 4	33.33% 3	11.11% 1	9
Retirement	55.56% 5	0.00% 0	33.33% 3	11.11% 1	9

Great opportunities in my field	44.44% 4	11.11% 1	33.33% 3	11.11% 1	9
To increase your salary	22.22% 2	44.44% 4	22.22% 2	11.11% 1	9
To find a more satisfying intellectual environment	33.33% 3	33.33% 3	22.22% 2	11.11% 1	9
To reduce stress	11.11% 1	55.56% 5	22.22% 2	11.11% 1	9
To reduce workload	22.22% 2	44.44% 4	22.22% 2	11.11% 1	9
To improve your prospects for tenure	44.44% 4	11.11% 1	11.11% 1	33.33% 3	9
To pursue a nonacademic job	55.56% 5	11.11% 1	11.11% 1	22.22% 2	9
To address child-related issues	55.56% 5	11.11% 1	11.11% 1	22.22% 2	9
To improve the employment situation of your spouse/partner	77.78% 7	0.00% 0	11.11% 1	11.11% 1	9
Benefits	66.67% 6	11.11% 1	11.11% 1	11.11% 1	9
To lower your cost of living	77.78% 7	11.11% 1	0.00% 0	11.11% 1	9
To live elsewhere	66.67% 6	22.22% 2	0.00% 0	11.11% 1	9

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
Living in the area	0.00% 0	33.33% 3	55.56% 5	11.11% 1	9
Tenure or prospects for tenure	22.22% 2	22.22% 2	22.22% 2	33.33% 3	9
Supportive work environment	22.22% 2	55.56% 5	22.22% 2	0.00% 0	9
Benefits	33.33% 3	33.33% 3	22.22% 2	11.11% 1	9
Open intellectual environment	22.22% 2	66.67% 6	11.11% 1	0.00% 0	9
Time to do research	55.56% 5	33.33% 3	11.11% 1	0.00% 0	9
Cost of living	66.67% 6	11.11% 1	11.11% 1	11.11% 1	9
Salary	44.44% 4	44.44% 4	0.00% 0	11.11% 1	9
Other career benefits	22.22% 2	44.44% 4	0.00% 0	33.33% 3	9
Stress level	55.56% 5	33.33% 3	0.00% 0	11.11% 1	9
Workload	66.67% 6	22.22% 2	0.00% 0	11.11% 1	9
Child-related issues	66.67% 6	0.00% 0	0.00% 0	33.33% 3	9
Employment situation of your spouse/partner	66.67% 6	11.11% 1	0.00% 0	22.22% 2	9

Retirement	22.22% 2	66.67% 6	0.00% 0	11.11% 1	9
Lack of opportunities in my field	77.78% 7	11.11% 1	0.00% 0	11.11% 1	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	0.00% 0	55.56% 5	44.44% 4	0.00% 0	9
Managing household responsibilities	11.11% 1	66.67% 6	22.22% 2	0.00% 0	9
Childcare	66.67% 6	0.00% 0	22.22% 2	11.11% 1	9
Your health	44.44% 4	33.33% 3	11.11% 1	11.11% 1	9
Being part of a dual-career couple	55.56% 5	22.22% 2	11.11% 1	11.11% 1	9
Care of someone who is ill, disabled, aging, and/or in need of special services	66.67% 6	11.11% 1	0.00% 0	22.22% 2	9
Cost of living	75.00% 6	25.00% 2	0.00% 0	0.00% 0	8
Commuting to and from work	88.89% 8	11.11% 1	0.00% 0	0.00% 0	9

Q42

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

Answered: 9 Skipped: 0

Answer Choices	Average Number	Total Number	Responses
0-5 yrs	1	4	6
6-17 yrs	1	3	5
18-23 yrs	1	3	4
23+ yrs	2	11	5

Total Respondents: 9

Q43

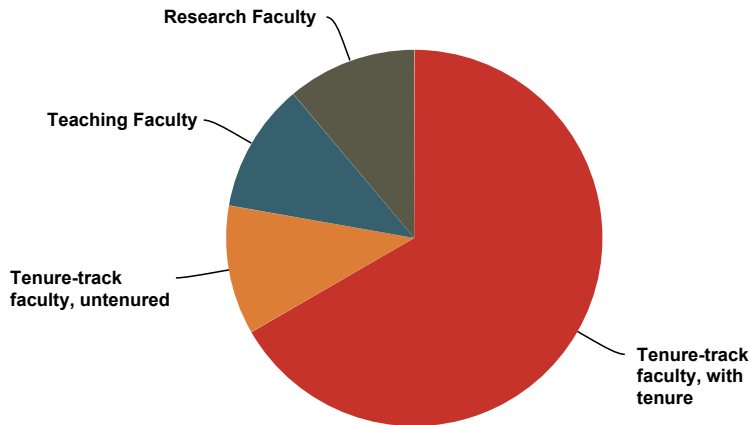
Do you have any additional comments about hiring and retention? (optional)

Answered: 3 Skipped: 6

Q44

What is your current position?

Answered: 9 Skipped: 0



Answer Choices	Responses	
Tenure-track faculty, with tenure	66.67%	6
Tenure-track faculty, untenured	11.11%	1
Teaching Faculty	11.11%	1
Research Faculty	11.11%	1
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?

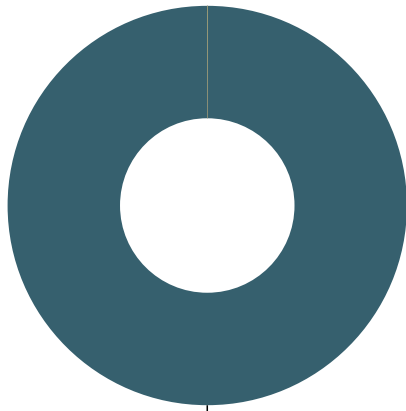
Answered: 9 Skipped: 0

Answer Choices	Responses	
1-3 years	11.11%	1
4-9 years	55.56%	5
10+ years	33.33%	3
I prefer not to say	0.00%	0
Total		9

Q46

In which department/unit is your primary appointment?

Answered: 9 Skipped: 0



**Metallurgical and
Materials
Engineering**

Answer Choices	Responses
Chemical and Biological Engineering	0.00% 0
Chemistry and Geochemistry	0.00% 0
Metallurgical and Materials Engineering	100.00% 9
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	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: 9 Skipped: 0

Answer Choices	Responses
Male	88.89% 8
Female	0.00% 0
I prefer not to say	11.11% 1
Total	9

Q48

Race/ethnicity

Answered: 9 Skipped: 0

Answer Choices	Responses	
Black	0.00%	0
American Indian/Alaska Native	0.00%	0
Asian/Pacific Islander	11.11%	1
Hispanic	0.00%	0
White	66.67%	6
I prefer not to say	22.22%	2
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: 3 Skipped: 6