

CSM Faculty Climate Survey - Mining Engineering

These are the summary results for Mining Engineering only.

All Pages

8 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: 8 Skipped: 0

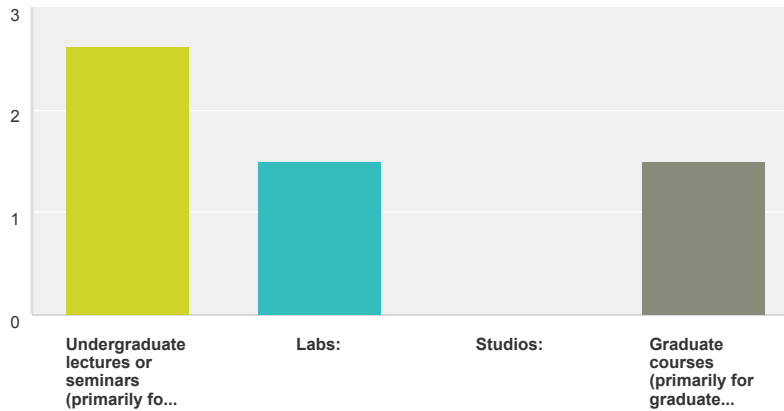
Answer Choices	Average Number	Total Number	Responses
Total number of sections/courses taught:	5	42	8
Total distinct preps (# sections):	3	19	7
Total credit hours delivered:	9	66	7
Total credit hours bought-out for research:	0	0	6
Total students in all sections:	93	746	8

Total Respondents: 8

Q2

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

Answered: 8 Skipped: 0



Answer Choices	Average Number	Total Number	Responses
Undergraduate lectures or seminars (primarily for undergraduates):	3	21	8
Labs:	2	9	6
Studios:	0	0	4
Graduate courses (primarily for graduate students):	2	12	8

Total Respondents: 8

Q3

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

Answered: 7 Skipped: 1

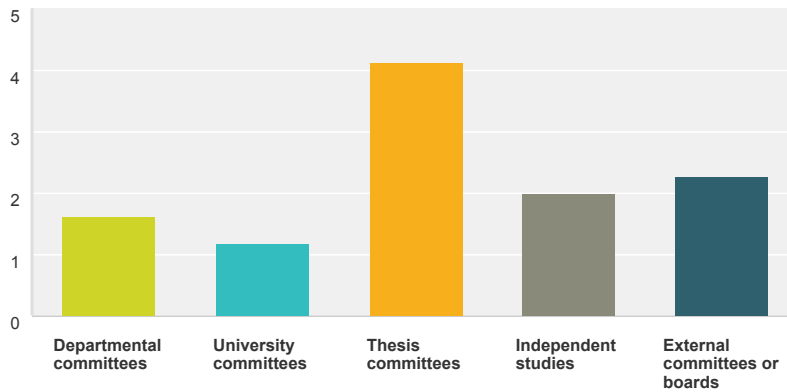
Answer Choices	Responses	
Yes, research related (e.g. charge-outs)	0.00%	0
Yes, service or administration related (e.g. program director, dept head., etc.)	0.00%	0
Yes, for other reasons	28.57%	2
No	71.43%	5

Total Respondents: 7

Q4

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

Answered: 8 Skipped: 0



Answer Choices	Average Number	Total Number	Responses
Departmental committees	2	13	8
University committees	1	7	6
Thesis committees	4	33	8
Independent studies	2	14	7
External committees or boards	2	16	7

Total Respondents: 8

Q5

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

Answered: 8 Skipped: 0

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

Course coordinator	42.86% 3	28.57% 2	28.57% 2	7
Director of center, program, or institute	37.50% 3	12.50% 1	50.00% 4	8
Chair of a departmental or university committee	62.50% 5	12.50% 1	37.50% 3	8
Director or Head of department/division	71.43% 5	0.00% 0	28.57% 2	7
Other administrative capacity (e.g. assistant dept head)	80.00% 4	0.00% 0	20.00% 1	5

Q6

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

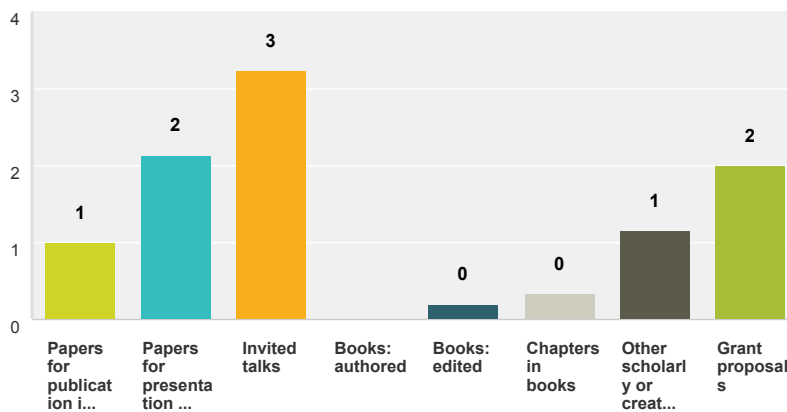
Answered: 6 Skipped: 2

	Teaching relief	Extra compensation	No	Total Respondents
Director or Head of department/division	20.00% 1	20.00% 1	80.00% 4	5
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	0.00% 0	20.00% 1	80.00% 4	5
Other administrative capacity (e.g. assistant dept head)	0.00% 0	0.00% 0	100.00% 4	4

Q7

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

Answered: 8 Skipped: 0



Answer Choices	Average Number	Total Number	Responses
Papers for publication in peer-reviewed journals	1	7	7
Papers for presentation at conferences	2	15	7
Invited talks	3	26	8
Books: authored	0	0	5
Books: edited	0	1	5
Chapters in books	0	2	6
Other scholarly or creative works	1	7	6
Grant proposals	2	12	6

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: 0

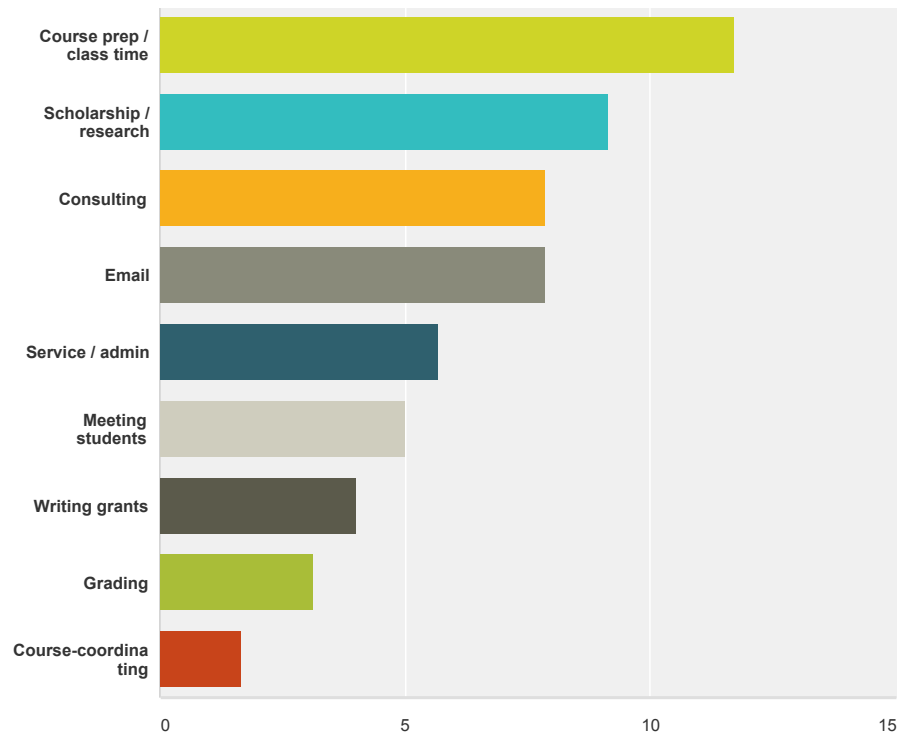
Answer Choices	Average Number	Total Number	Responses
# MS students/advises	4	29	7
# PhD students/advises	5	36	8

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: 8 Skipped: 0



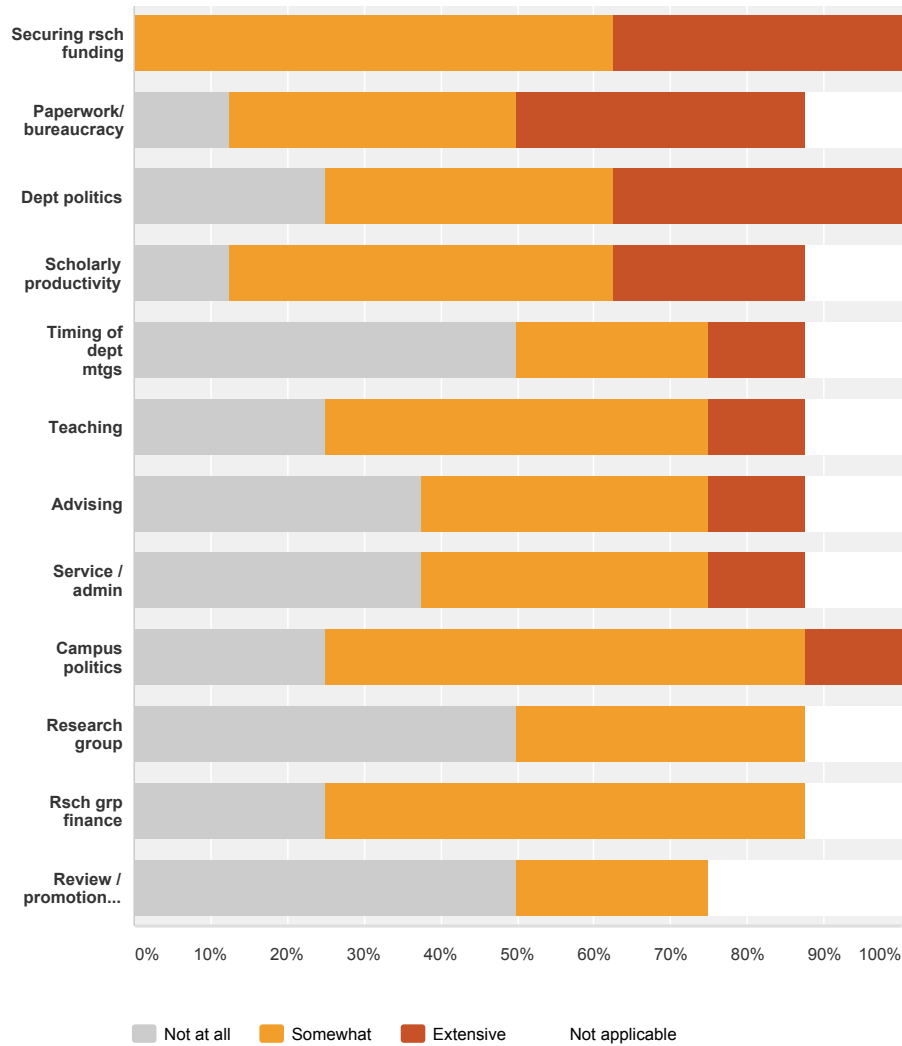
Answer Choices	Average Number	Total Number	Responses
Course prep / class time	12	82	7
Scholarship / research	9	64	7
Consulting	8	63	8
Email	8	55	7
Service / admin	6	34	6
Meeting students	5	35	7
Writing grants	4	28	7
Grading	3	22	7
Course-coordinating	2	10	6

Total Respondents: 8

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: 8 Skipped: 0

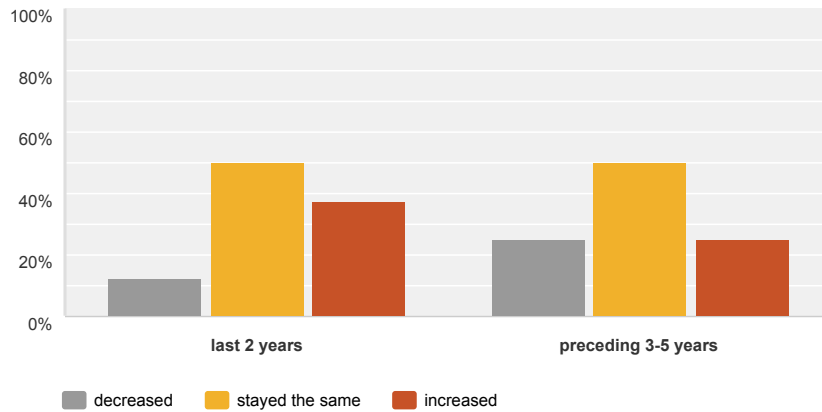


	Not at all	Somewhat	Extensive	Not applicable	Total
Securing rsch funding	0.00% 0	62.50% 5	37.50% 3	0.00% 0	8
Paperwork/bureaucracy	12.50% 1	37.50% 3	37.50% 3	12.50% 1	8
Dept politics	25.00% 2	37.50% 3	37.50% 3	0.00% 0	8
Scholarly productivity	12.50% 1	50.00% 4	25.00% 2	12.50% 1	8
Timing of dept mtgs	50.00% 4	25.00% 2	12.50% 1	12.50% 1	8
Teaching	25.00% 2	50.00% 4	12.50% 1	12.50% 1	8
Advising	37.50% 3	37.50% 3	12.50% 1	12.50% 1	8
Service / admin	37.50% 3	37.50% 3	12.50% 1	12.50% 1	8
Campus politics	25.00% 2	62.50% 5	12.50% 1	0.00% 0	8
Research group	50.00% 4	37.50% 3	0.00% 0	12.50% 1	8
Rsch grp finance	25.00% 2	62.50% 5	0.00% 0	12.50% 1	8
Review / promotion process	50.00% 4	25.00% 2	0.00% 0	25.00% 2	8

Q11

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

Answered: 8 Skipped: 0

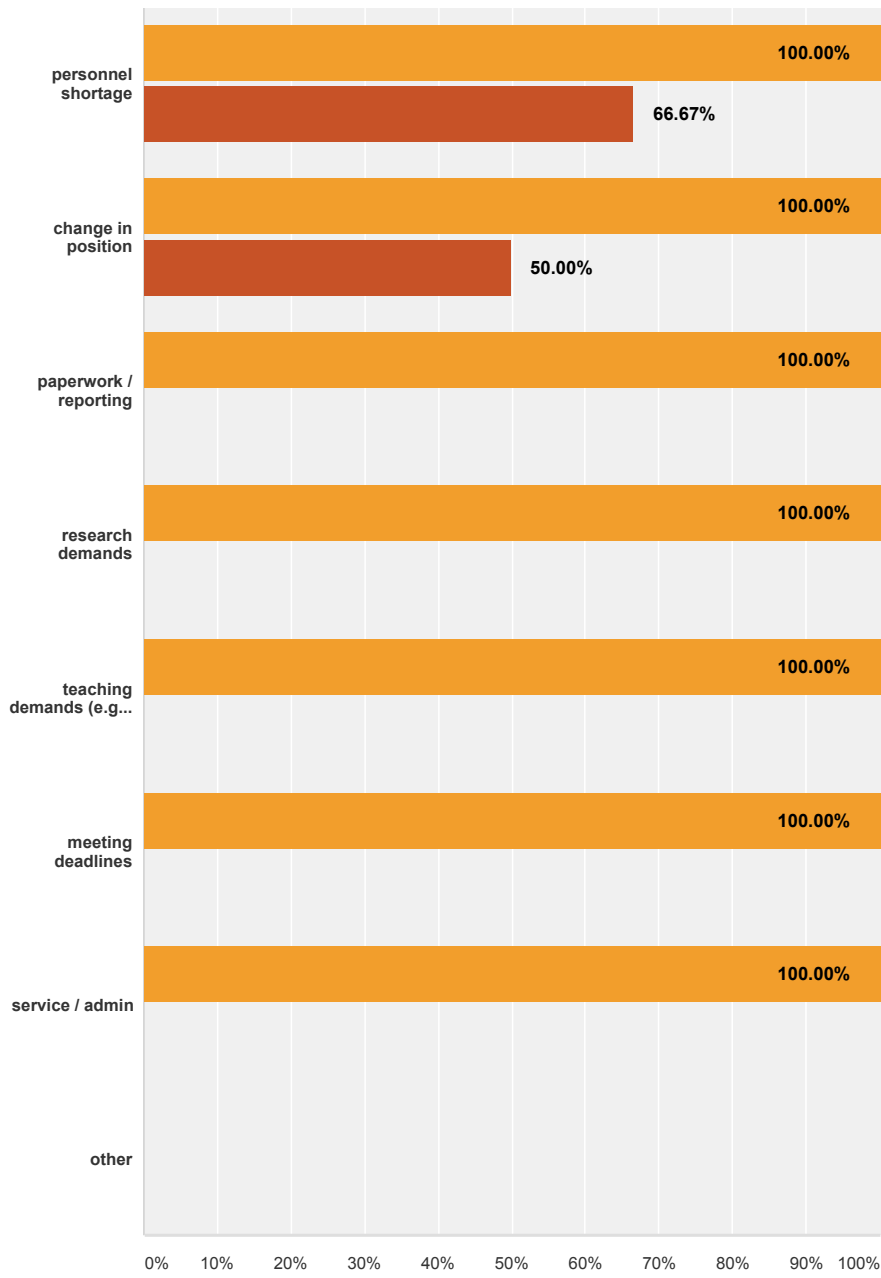


	decreased	stayed the same	increased	Total
last 2 years	12.50% 1	50.00% 4	37.50% 3	8
preceding 3-5 years	25.00% 2	50.00% 4	25.00% 2	8

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: 4



■ 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	100.00% 3	66.67% 2	3
change in position	100.00% 2	50.00% 1	2
paperwork / reporting	100.00% 2	0.00% 0	2
research demands	100.00% 3	0.00% 0	3
teaching demands (e.g. increased student numbers)	100.00% 2	0.00% 0	2
meeting deadlines	100.00% 2	0.00% 0	2
service / admin	100.00% 3	0.00% 0	3

other

0.00%
0

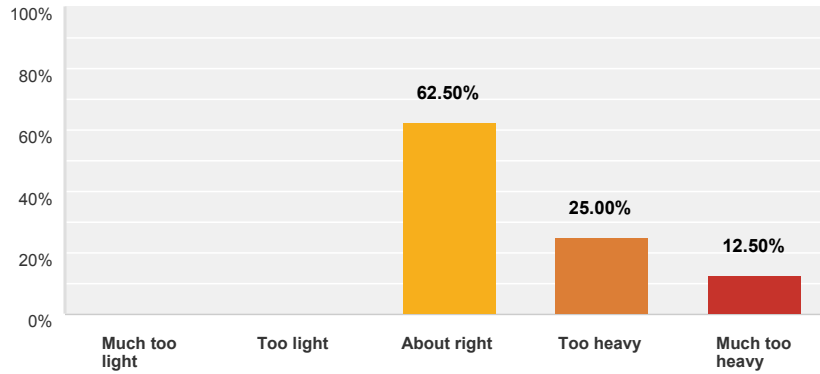
0.00%
0

0

Q13

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

Answered: 8 Skipped: 0



Answer Choices	Responses
Much too light	0.00% 0
Too light	0.00% 0
About right	62.50% 5
Too heavy	25.00% 2
Much too heavy	12.50% 1
Total	8

Q14

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

Answered: 2 Skipped: 6

Q15

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

Answered: 8 Skipped: 0

	Very dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Very satisfied	Not applicable	Total
Salary	25.00% 2	12.50% 1	25.00% 2	12.50% 1	25.00% 2	0.00% 0	8
Start-up funds	25.00% 2	0.00% 0	25.00% 2	12.50% 1	0.00% 0	37.50% 3	8
Length of contract	28.57% 2	0.00% 0	28.57% 2	14.29% 1	0.00% 0	28.57% 2	7
Benefits	0.00% 0	12.50% 1	25.00% 2	37.50% 3	25.00% 2	0.00% 0	8

Q16

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

Answered: 8 Skipped: 0

	Very dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Very satisfied	Not applicable	Total
Classroom space	50.00% 4	12.50% 1	0.00% 0	12.50% 1	12.50% 1	12.50% 1	8
Number or breadth of faculty within department/unit to deliver curriculum	50.00% 4	12.50% 1	12.50% 1	12.50% 1	0.00% 0	12.50% 1	8
Number or breadth of faculty within department/unit to advance research	37.50% 3	12.50% 1	25.00% 2	12.50% 1	0.00% 0	12.50% 1	8
Office space	25.00% 2	12.50% 1	25.00% 2	25.00% 2	12.50% 1	0.00% 0	8
Lab or research space	25.00% 2	25.00% 2	12.50% 1	12.50% 1	12.50% 1	12.50% 1	8
Instructional/classroom technology	28.57% 2	42.86% 3	0.00% 0	28.57% 2	0.00% 0	0.00% 0	7
Library resources	12.50% 1	0.00% 0	37.50% 3	25.00% 2	12.50% 1	12.50% 1	8
Staff support	12.50% 1	37.50% 3	12.50% 1	25.00% 2	12.50% 1	0.00% 0	8
Availability of nearby parking	0.00% 0	50.00% 4	0.00% 0	25.00% 2	12.50% 1	12.50% 1	8
Computer resources	0.00% 0	25.00% 2	0.00% 0	50.00% 4	12.50% 1	12.50% 1	8
Support for submitting grants	0.00% 0	28.57% 2	28.57% 2	0.00% 0	28.57% 2	14.29% 1	7

Q17

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

Answered: 8 Skipped: 0

	Very dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Very satisfied	Not applicable	Total
Time available for scholarly work	12.50% 1	12.50% 1	12.50% 1	37.50% 3	0.00% 0	25.00% 2	8
Intellectual stimulation of your work environment	12.50% 1	12.50% 1	12.50% 1	25.00% 2	12.50% 1	25.00% 2	8
Teaching responsibilities	0.00% 0	0.00% 0	37.50% 3	25.00% 2	37.50% 3	0.00% 0	8
Access to teaching assistants	0.00% 0	0.00% 0	25.00% 2	50.00% 4	12.50% 1	12.50% 1	8
Advising responsibilities	0.00% 0	12.50% 1	12.50% 1	37.50% 3	37.50% 3	0.00% 0	8
Quality of graduate students	0.00% 0	0.00% 0	14.29% 1	28.57% 2	42.86% 3	14.29% 1	7
Access to	0.00%	25.00%	0.00%	25.00%	37.50%	12.50%	

students for research projects	0	2	0	2	3	1	8
Committee and administrative responsibilities	0.00% 0	25.00% 2	37.50% 3	12.50% 1	12.50% 1	12.50% 1	8

Q18

How important are the following to you?:

Answered: 8 Skipped: 0

	Very important	Somewhat important	Neutral	Somewhat unimportant	Not very important	Not applicable	Total
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	75.00% 6	25.00% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	8
Academic freedom	75.00% 6	12.50% 1	12.50% 1	0.00% 0	0.00% 0	0.00% 0	8
Conducting research/scholarship	62.50% 5	25.00% 2	12.50% 1	0.00% 0	0.00% 0	0.00% 0	8
Engage in student life/ activities	62.50% 5	0.00% 0	12.50% 1	0.00% 0	25.00% 2	0.00% 0	8
Faculty input in decision-making	62.50% 5	37.50% 3	0.00% 0	0.00% 0	0.00% 0	0.00% 0	8
Engage in service/ committee work	50.00% 4	25.00% 2	0.00% 0	12.50% 1	12.50% 1	0.00% 0	8
Open environment for discussing differing ideas	37.50% 3	50.00% 4	12.50% 1	0.00% 0	0.00% 0	0.00% 0	8
Diversity on campus	25.00% 2	37.50% 3	25.00% 2	0.00% 0	12.50% 1	0.00% 0	8
Intellectual activities with colleagues	25.00% 2	75.00% 6	0.00% 0	0.00% 0	0.00% 0	0.00% 0	8
Social activities with colleagues	12.50% 1	50.00% 4	25.00% 2	0.00% 0	12.50% 1	0.00% 0	8

Q19

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

Answered: 1 Skipped: 7

Q20

Please indicate your agreement or disagreement with the following statements:

Answered: 8 Skipped: 0

	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	Not applicable	Total
My colleagues value my contributions to teaching and advising	12.50% 1	0.00% 0	0.00% 0	25.00% 2	62.50% 5	0.00% 0	8
My colleagues value my service and administrative	12.50% 1	0.00% 0	12.50% 1	50.00% 4	25.00% 2	0.00% 0	8

contributions							
The quality of my scholarship is positively affected by my interactions with CSM colleagues	14.29% 1	28.57% 2	0.00% 0	28.57% 2	14.29% 1	14.29% 1	7
I feel comfortable expressing my views openly	12.50% 1	25.00% 2	0.00% 0	37.50% 3	12.50% 1	12.50% 1	8
My department/unit is a good fit for me	12.50% 1	12.50% 1	0.00% 0	25.00% 2	50.00% 4	0.00% 0	8
I am able to make decisions about my areas of responsibility	16.67% 1	0.00% 0	16.67% 1	16.67% 1	50.00% 3	0.00% 0	6
The creation of colleges has made my professional life better	12.50% 1	37.50% 3	12.50% 1	0.00% 0	25.00% 2	12.50% 1	8
My colleagues value my research/scholarship	0.00% 0	0.00% 0	25.00% 2	50.00% 4	25.00% 2	0.00% 0	8
I feel I am given the opportunity to serve on important committees	0.00% 0	0.00% 0	12.50% 1	50.00% 4	25.00% 2	12.50% 1	8
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	12.50% 1	37.50% 3	25.00% 2	25.00% 2	0.00% 0	8
I have to work harder than some of my colleagues to be perceived as a legitimate scholar	0.00% 0	37.50% 3	37.50% 3	0.00% 0	12.50% 1	12.50% 1	8
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	12.50% 1	12.50% 1	12.50% 1	62.50% 5	0.00% 0	8

Q21

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

Answered: 8 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	12.50% 1	0.00% 0	0.00% 0	62.50% 5	25.00% 2	0.00% 0	8
Decision-making is collaborative and transparent	12.50% 1	12.50% 1	12.50% 1	37.50% 3	25.00% 2	0.00% 0	8
Interdisciplinary research is valued and supported	0.00% 0	12.50% 1	12.50% 1	50.00% 4	25.00% 2	0.00% 0	8
Department/unit creates a collegial and supportive environment	0.00% 0	25.00% 2	0.00% 0	50.00% 4	25.00% 2	0.00% 0	8

Decision-making is fair	0.00% 0	12.50% 1	37.50% 3	25.00% 2	25.00% 2	0.00% 0	8
Decision-making is efficient	0.00% 0	25.00% 2	12.50% 1	37.50% 3	25.00% 2	0.00% 0	8
Decision-making reflects sound priorities and relevant data	0.00% 0	28.57% 2	14.29% 1	28.57% 2	28.57% 2	0.00% 0	7
I have a voice in decision-making	0.00% 0	12.50% 1	12.50% 1	50.00% 4	25.00% 2	0.00% 0	8
I feel comfortable, included, and valued	0.00% 0	12.50% 1	0.00% 0	37.50% 3	50.00% 4	0.00% 0	8
Diversity of opinion is respected and valued	0.00% 0	12.50% 1	12.50% 1	37.50% 3	37.50% 3	0.00% 0	8

Q22

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

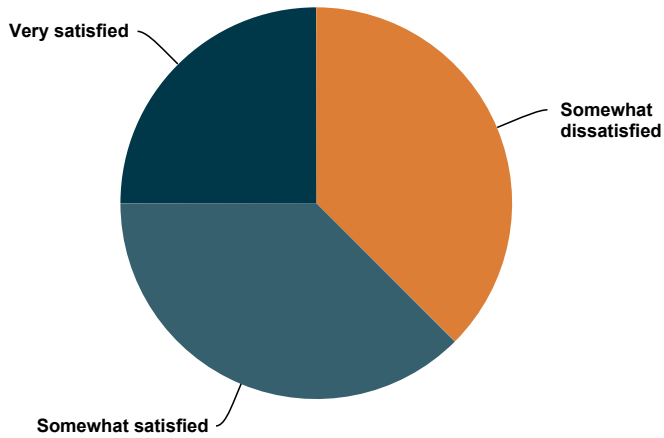
Answered: 8 Skipped: 0

	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	Not applicable	Total
CSM helps me obtain or manage the resources I need	42.86% 3	14.29% 1	28.57% 2	14.29% 1	0.00% 0	0.00% 0	7
Decision-making is efficient	37.50% 3	25.00% 2	0.00% 0	37.50% 3	0.00% 0	0.00% 0	8
Decision-making reflects sound priorities and relevant data	37.50% 3	25.00% 2	12.50% 1	25.00% 2	0.00% 0	0.00% 0	8
Decision-making is collaborative and transparent	25.00% 2	25.00% 2	25.00% 2	25.00% 2	0.00% 0	0.00% 0	8
Decision-making is fair	25.00% 2	37.50% 3	0.00% 0	37.50% 3	0.00% 0	0.00% 0	8
CSM creates a collegial and supportive environment	12.50% 1	37.50% 3	12.50% 1	37.50% 3	0.00% 0	0.00% 0	8
I have a voice in decision-making	12.50% 1	25.00% 2	25.00% 2	37.50% 3	0.00% 0	0.00% 0	8
I feel comfortable, included, and valued	12.50% 1	12.50% 1	25.00% 2	25.00% 2	25.00% 2	0.00% 0	8
Diversity of opinion is respected and valued	14.29% 1	14.29% 1	28.57% 2	28.57% 2	14.29% 1	0.00% 0	7
Interdisciplinary research is valued and supported	0.00% 0	37.50% 3	12.50% 1	50.00% 4	0.00% 0	0.00% 0	8

Q23

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

Answered: 8 Skipped: 0

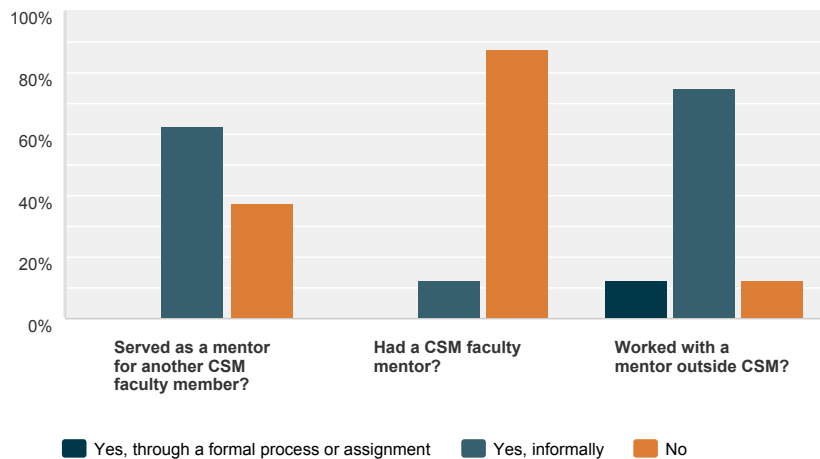


Answer Choices	Responses
Very dissatisfied	0.00% 0
Somewhat dissatisfied	37.50% 3
Neither satisfied nor dissatisfied	0.00% 0
Somewhat satisfied	37.50% 3
Very satisfied	25.00% 2
Total	8

Q24

While at CSM, have you:

Answered: 8 Skipped: 0



	Yes, through a formal process or assignment	Yes, informally	No	Total
Served as a mentor for another CSM faculty member?	0.00% 0	62.50% 5	37.50% 3	8
Had a CSM faculty mentor?	0.00% 0	12.50% 1	87.50% 7	8

Worked with a mentor outside CSM?

12.50%
1

75.00%
6

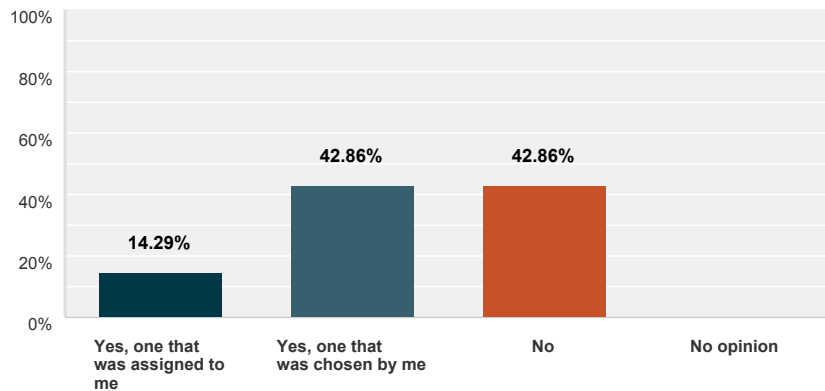
12.50%
1

8

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: 1

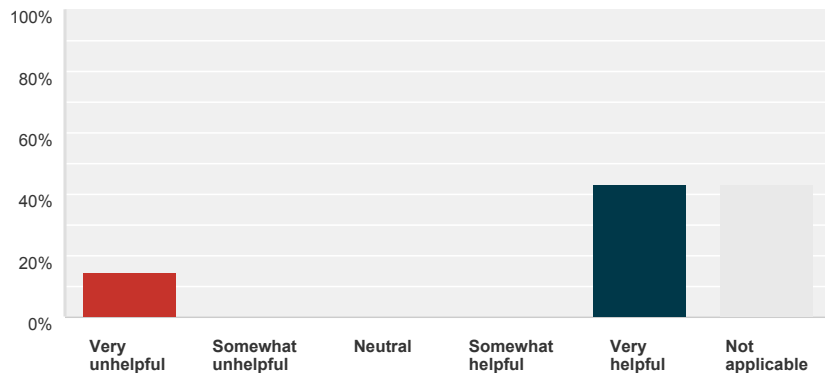


Answer Choices	Responses
Yes, one that was assigned to me	14.29% 1
Yes, one that was chosen by me	42.86% 3
No	42.86% 3
No opinion	0.00% 0
Total	7

Q26

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

Answered: 7 Skipped: 1



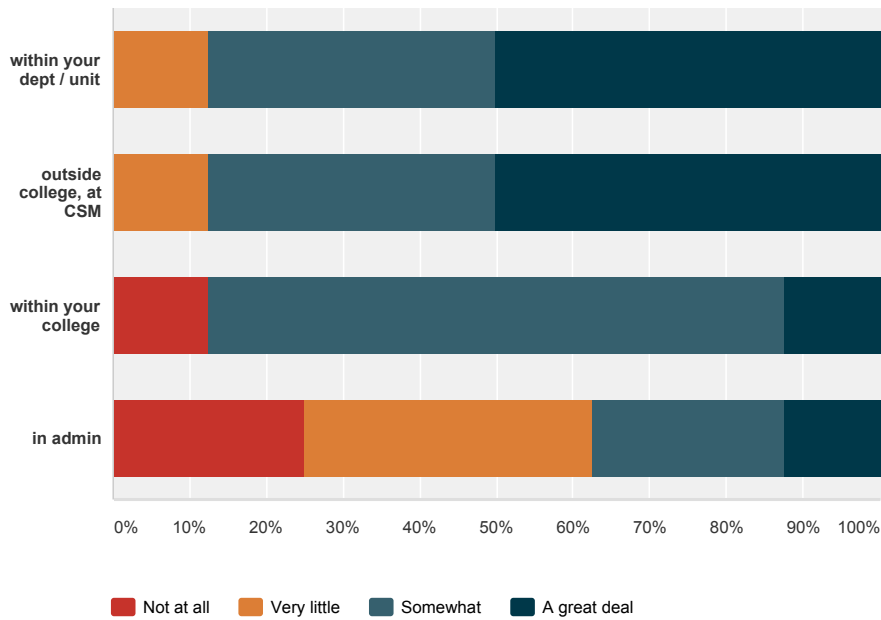
Answer Choices	Responses
Very unhelpful	14.29% 1
Somewhat unhelpful	0.00% 0
Neutral	0.00% 0

Somewhat helpful	0.00%	0
Very helpful	42.86%	3
Not applicable	42.86%	3
Total		7

Q27

To what extent have you collaborated with colleagues:

Answered: 8 Skipped: 0

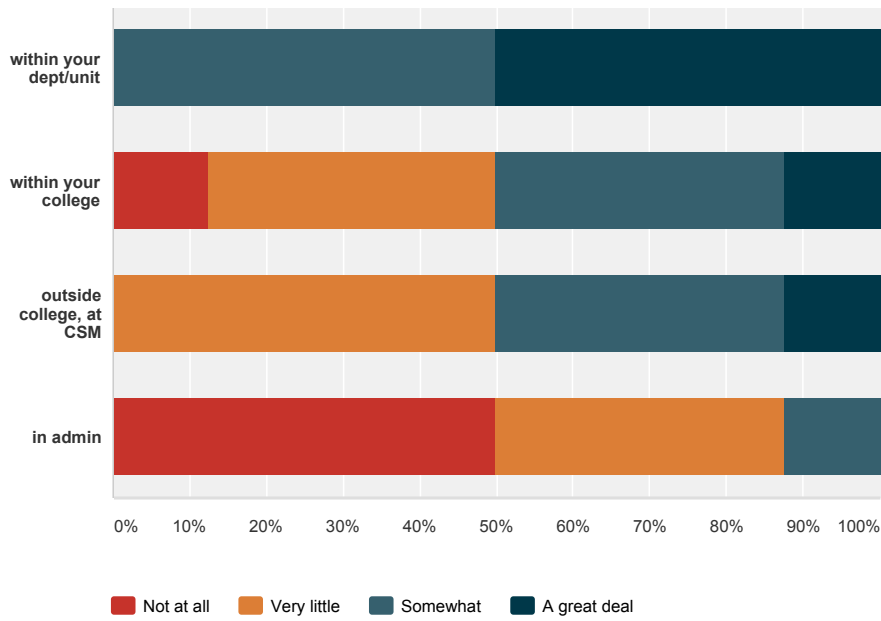


	Not at all	Very little	Somewhat	A great deal	Total
within your dept / unit	0.00% 0	12.50% 1	37.50% 3	50.00% 4	8
outside college, at CSM	0.00% 0	12.50% 1	37.50% 3	50.00% 4	8
within your college	12.50% 1	0.00% 0	75.00% 6	12.50% 1	8
in admin	25.00% 2	37.50% 3	25.00% 2	12.50% 1	8

Q28

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

Answered: 8 Skipped: 0

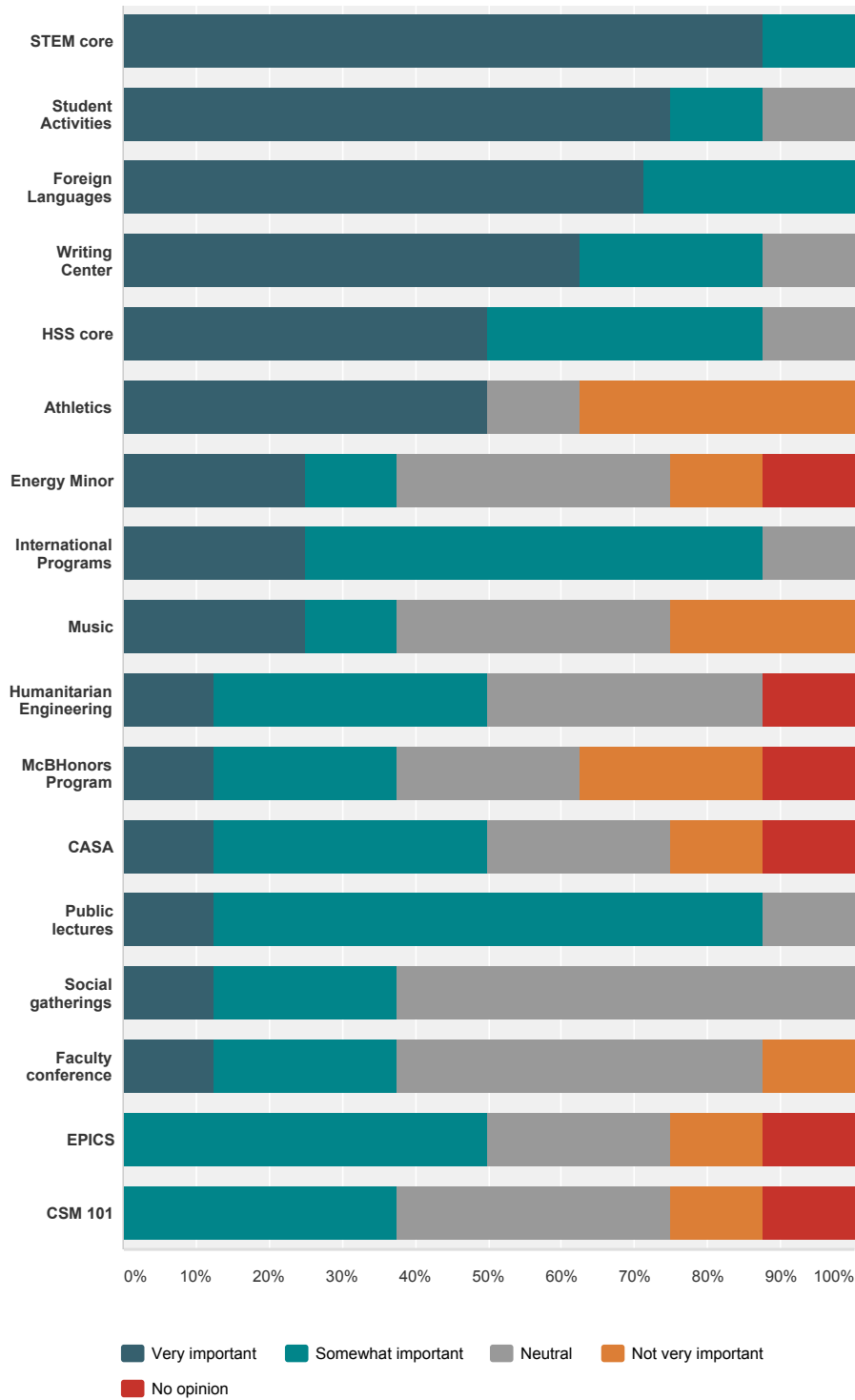


	Not at all	Very little	Somewhat	A great deal	Total
within your dept/unit	0.00% 0	0.00% 0	50.00% 4	50.00% 4	8
within your college	12.50% 1	37.50% 3	37.50% 3	12.50% 1	8
outside college, at CSM	0.00% 0	50.00% 4	37.50% 3	12.50% 1	8
in admin	50.00% 4	37.50% 3	12.50% 1	0.00% 0	8

Q29

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

Answered: 8 Skipped: 0



	Very important	Somewhat important	Neutral	Not very important	No opinion	Total
STEM core	87.50% 7	12.50% 1	0.00% 0	0.00% 0	0.00% 0	8
Student Activities	75.00% 6	12.50% 1	12.50% 1	0.00% 0	0.00% 0	8
Foreign Languages	71.43% 5	28.57% 2	0.00% 0	0.00% 0	0.00% 0	7
Writing Center	62.50% 5	25.00% 2	12.50% 1	0.00% 0	0.00% 0	8
HSS core	50.00% 4	37.50% 3	12.50% 1	0.00% 0	0.00% 0	8
Athletics	50.00% 4	0.00% 0	12.50% 1	37.50% 3	0.00% 0	8
Energy Minor	25.00%	12.50%	37.50%	12.50%	12.50%	

	2	1	3	1	1	8
International Programs	25.00% 2	62.50% 5	12.50% 1	0.00% 0	0.00% 0	8
Music	25.00% 2	12.50% 1	37.50% 3	25.00% 2	0.00% 0	8
Humanitarian Engineering	12.50% 1	37.50% 3	37.50% 3	0.00% 0	12.50% 1	8
McBHonors Program	12.50% 1	25.00% 2	25.00% 2	25.00% 2	12.50% 1	8
CASA	12.50% 1	37.50% 3	25.00% 2	12.50% 1	12.50% 1	8
Public lectures	12.50% 1	75.00% 6	12.50% 1	0.00% 0	0.00% 0	8
Social gatherings	12.50% 1	25.00% 2	62.50% 5	0.00% 0	0.00% 0	8
Faculty conference	12.50% 1	25.00% 2	50.00% 4	12.50% 1	0.00% 0	8
EPICS	0.00% 0	50.00% 4	25.00% 2	12.50% 1	12.50% 1	8
CSM 101	0.00% 0	37.50% 3	37.50% 3	12.50% 1	12.50% 1	8

Q30

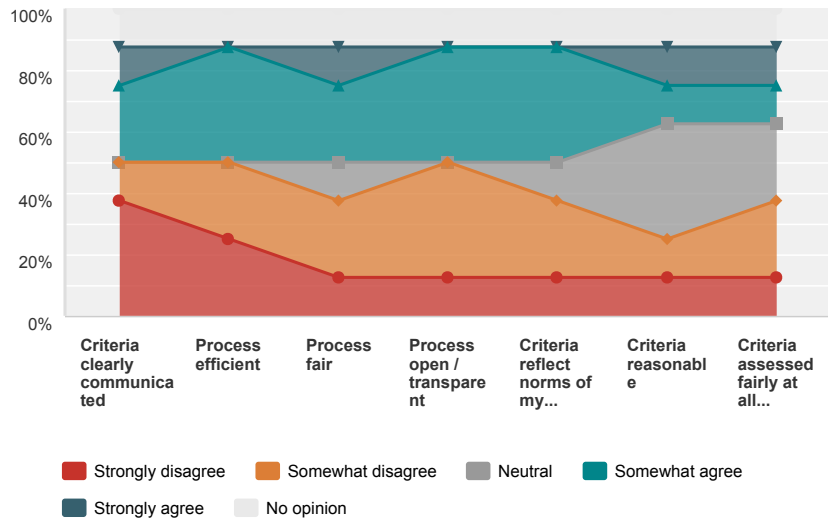
**Do you have any additional comments about mentorship and collaboration?
(optional)**

Answered: 0 Skipped: 8

Q31

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

Answered: 8 Skipped: 0



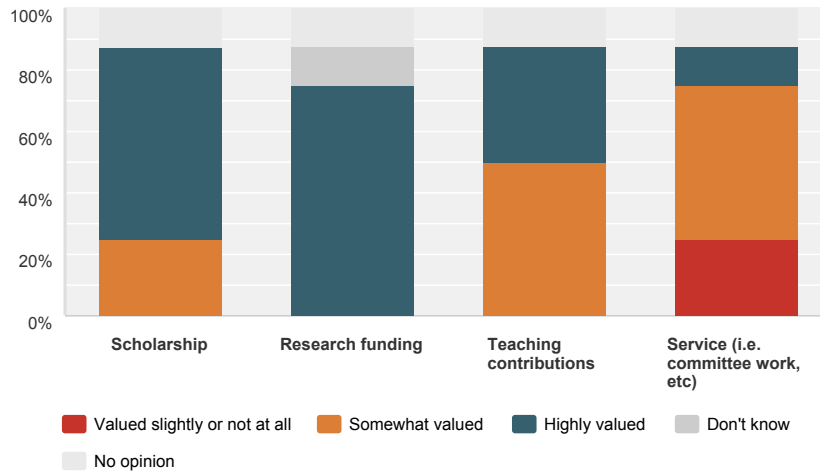
	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	No opinion	Total
Criteria clearly communicated	37.50% 3	12.50% 1	0.00% 0	25.00% 2	12.50% 1	12.50% 1	8

Process efficient	25.00% 2	25.00% 2	0.00% 0	37.50% 3	0.00% 0	12.50% 1	8
Process fair	12.50% 1	25.00% 2	12.50% 1	25.00% 2	12.50% 1	12.50% 1	8
Process open / transparent	12.50% 1	37.50% 3	0.00% 0	37.50% 3	0.00% 0	12.50% 1	8
Criteria reflect norms of my discipline	12.50% 1	25.00% 2	12.50% 1	37.50% 3	0.00% 0	12.50% 1	8
Criteria reasonable	12.50% 1	12.50% 1	37.50% 3	12.50% 1	12.50% 1	12.50% 1	8
Criteria assessed fairly at all levels	12.50% 1	25.00% 2	25.00% 2	12.50% 1	12.50% 1	12.50% 1	8

Q32

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

Answered: 8 Skipped: 0

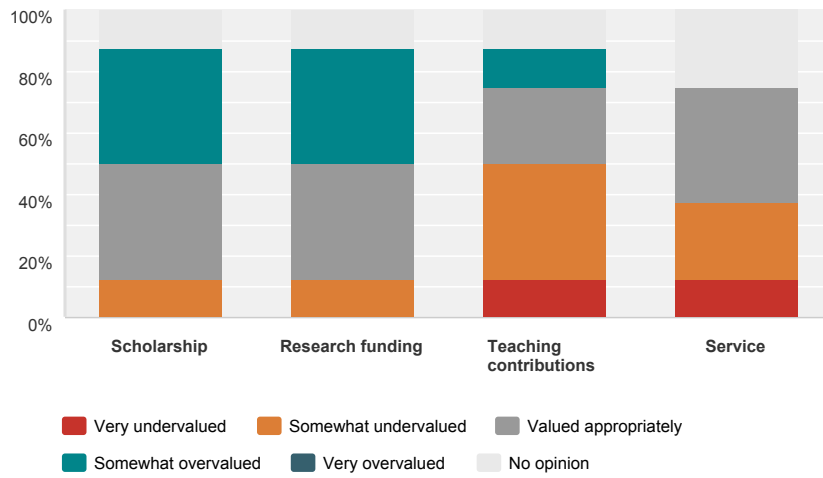


	Valued slightly or not at all	Somewhat valued	Highly valued	Don't know	No opinion	Total
Scholarship	0.00% 0	25.00% 2	62.50% 5	0.00% 0	12.50% 1	8
Research funding	0.00% 0	0.00% 0	75.00% 6	12.50% 1	12.50% 1	8
Teaching contributions	0.00% 0	50.00% 4	37.50% 3	0.00% 0	12.50% 1	8
Service (i.e. committee work, etc)	25.00% 2	50.00% 4	12.50% 1	0.00% 0	12.50% 1	8

Q33

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

Answered: 8 Skipped: 0



	Very undervalued	Somewhat undervalued	Valued appropriately	Somewhat overvalued	Very overvalued	No opinion	Total
Scholarship	0.00% 0	12.50% 1	37.50% 3	37.50% 3	0.00% 0	12.50% 1	8
Research funding	0.00% 0	12.50% 1	37.50% 3	37.50% 3	0.00% 0	12.50% 1	8
Teaching contributions	12.50% 1	37.50% 3	25.00% 2	12.50% 1	0.00% 0	12.50% 1	8
Service	12.50% 1	25.00% 2	37.50% 3	0.00% 0	0.00% 0	25.00% 2	8

Q34

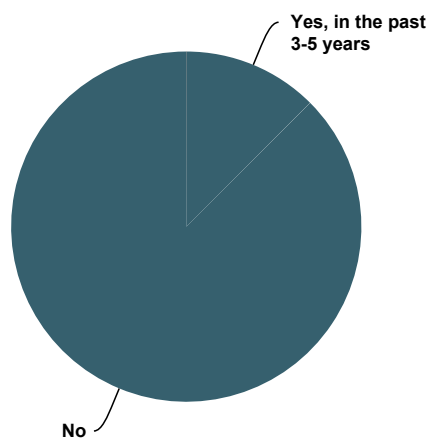
Do you have any additional comments about promotion and/or tenure? (optional)

Answered: 0 Skipped: 8

Q35

Have you applied for a job at another university recently?

Answered: 8 Skipped: 0



Answer Choices

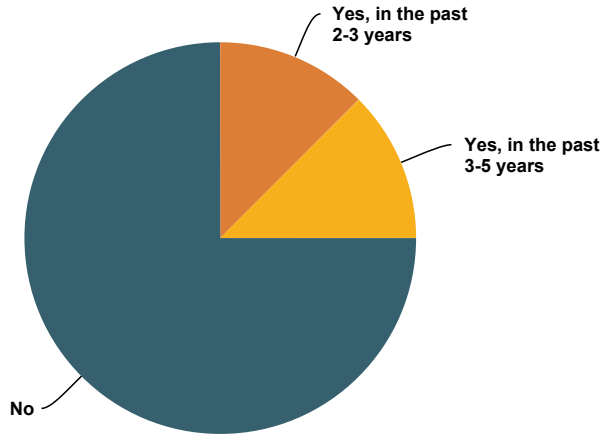
Responses

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	12.50%	1
No	87.50%	7
Total		8

Q36

Have you applied for a job outside academia recently?

Answered: 8 Skipped: 0



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

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: 7 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

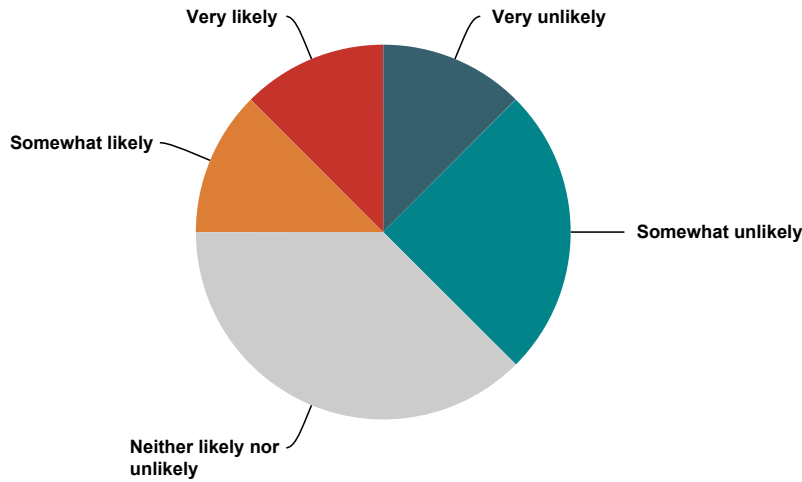
Equipment/laboratory/research start-up	0.00%	0
Employment for spouse/partner	0.00%	0
Received offer, but did not take to CSM leadership	14.29%	1
Not applicable	85.71%	6

Total Respondents: 7

Q38

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

Answered: 8 Skipped: 0



Answer Choices	Responses	
Very unlikely	12.50%	1
Somewhat unlikely	25.00%	2
Neither likely nor unlikely	37.50%	3
Somewhat likely	12.50%	1
Very likely	12.50%	1
Total		8

Q39

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

Answered: 8 Skipped: 0

	Not at all	To some extent	To a great extent	Not applicable	Total
To enhance your career in other ways	12.50% 1	25.00% 2	50.00% 4	12.50% 1	8
To find a more supportive work environment	16.67% 1	16.67% 1	50.00% 3	16.67% 1	6
To increase your salary	0.00% 0	57.14% 4	28.57% 2	14.29% 1	7
To find a more satisfying intellectual environment	33.33% 2	16.67% 1	33.33% 2	16.67% 1	6

To pursue a nonacademic job	25.00% 2	25.00% 2	25.00% 2	25.00% 2	8
To reduce workload	62.50% 5	12.50% 1	25.00% 2	0.00% 0	8
To increase your time to do research	42.86% 3	28.57% 2	14.29% 1	14.29% 1	7
To reduce stress	42.86% 3	28.57% 2	14.29% 1	14.29% 1	7
Benefits	57.14% 4	14.29% 1	14.29% 1	14.29% 1	7
To live elsewhere	71.43% 5	0.00% 0	14.29% 1	14.29% 1	7
Great opportunities in my field	57.14% 4	28.57% 2	14.29% 1	0.00% 0	7
To improve your prospects for tenure	42.86% 3	14.29% 1	0.00% 0	42.86% 3	7
To address child-related issues	71.43% 5	0.00% 0	0.00% 0	28.57% 2	7
To improve the employment situation of your spouse/partner	71.43% 5	0.00% 0	0.00% 0	28.57% 2	7
To lower your cost of living	85.71% 6	0.00% 0	0.00% 0	14.29% 1	7
Retirement	57.14% 4	42.86% 3	0.00% 0	0.00% 0	7

Q40

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

Answered: 8 Skipped: 0

	Not at all	To some extent	To a great extent	Not applicable	Total
Benefits	37.50% 3	12.50% 1	25.00% 2	25.00% 2	8
Living in the area	12.50% 1	25.00% 2	25.00% 2	37.50% 3	8
Salary	62.50% 5	12.50% 1	12.50% 1	12.50% 1	8
Other career benefits	50.00% 4	25.00% 2	12.50% 1	12.50% 1	8
Supportive work environment	50.00% 4	37.50% 3	12.50% 1	0.00% 0	8
Open intellectual environment	50.00% 4	25.00% 2	12.50% 1	12.50% 1	8
Time to do research	37.50% 3	25.00% 2	12.50% 1	25.00% 2	8
Employment situation of your spouse/partner	37.50% 3	0.00% 0	12.50% 1	50.00% 4	8
Retirement	42.86% 3	14.29% 1	14.29% 1	28.57% 2	7
Tenure or prospects for tenure	37.50% 3	25.00% 2	0.00% 0	37.50% 3	8
Stress level	37.50% 3	37.50% 3	0.00% 0	25.00% 2	8
Workload	62.50% 5	12.50% 1	0.00% 0	25.00% 2	8
Child-related issues	50.00% 4	0.00% 0	0.00% 0	50.00% 4	8

Cost of living	37.50% 3	25.00% 2	0.00% 0	37.50% 3	8
Lack of opportunities in my field	75.00% 6	0.00% 0	0.00% 0	25.00% 2	8

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: 8 Skipped: 0

	Not at all	Somewhat	Extensive	Not applicable	Total
Care of someone who is ill, disabled, aging, and/or in need of special services	25.00% 2	25.00% 2	25.00% 2	25.00% 2	8
Time to spend with family	12.50% 1	37.50% 3	25.00% 2	25.00% 2	8
Your health	25.00% 2	37.50% 3	12.50% 1	25.00% 2	8
Managing household responsibilities	50.00% 4	25.00% 2	0.00% 0	25.00% 2	8
Childcare	62.50% 5	0.00% 0	0.00% 0	37.50% 3	8
Cost of living	62.50% 5	25.00% 2	0.00% 0	12.50% 1	8
Commuting to and from work	50.00% 4	25.00% 2	0.00% 0	25.00% 2	8
Being part of a dual-career couple	62.50% 5	12.50% 1	0.00% 0	25.00% 2	8

Q42

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

Answered: 8 Skipped: 0

Answer Choices	Average Number	Total Number	Responses
0-5 yrs	0	0	2
6-17 yrs	0	1	3
18-23 yrs	2	6	4
23+ yrs	1	7	7

Total Respondents: 8

Q43

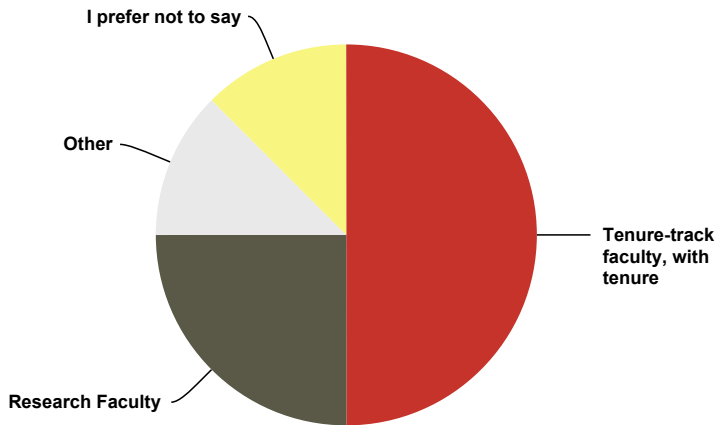
Do you have any additional comments about hiring and retention? (optional)

Answered: 0 Skipped: 8

Q44

What is your current position?

Answered: 8 Skipped: 0



Answer Choices	Responses	
Tenure-track faculty, with tenure	50.00%	4
Tenure-track faculty, untenured	0.00%	0
Teaching Faculty	0.00%	0
Research Faculty	25.00%	2
Library Faculty	0.00%	0
Other	12.50%	1
I prefer not to say	12.50%	1
Total		8

Q45

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

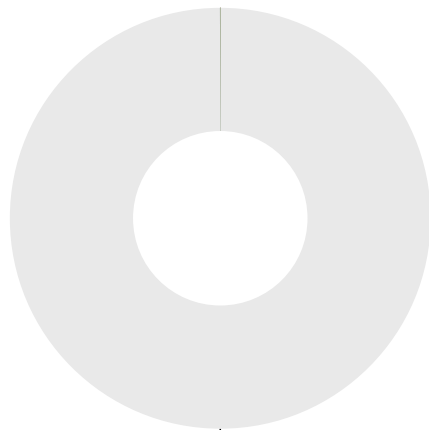
Answered: 8 Skipped: 0

Answer Choices	Responses	
1-3 years	12.50%	1
4-9 years	37.50%	3
10+ years	37.50%	3
I prefer not to say	12.50%	1
Total		8

Q46

In which department/unit is your primary appointment?

Answered: 8 Skipped: 0



Mining Engineering

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	0.00%	0
Military Science/ROTC	0.00%	0
Mining Engineering	100.00%	8
Petroleum Engineering	0.00%	0
Physical Education and Athletics	0.00%	0
I prefer not to say	0.00%	0
Total		8

Q47

Gender

Answered: 8 Skipped: 0

Answer Choices	Responses	
Male	100.00%	8
Female	0.00%	0
I prefer not to say	0.00%	0
Total		8

Q48

Race/ethnicity

Answered: 8 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	75.00%	6
I prefer not to say	25.00%	2
Total		8

Q49

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

Answered: 0 Skipped: 8

Q50

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

Answered: 1 Skipped: 7