

# CSM Faculty Climate Survey - No department identified

These are the summary results for those faculty who "preferred not to say" in which department they worked.

All Pages

24 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: 22 Skipped: 2

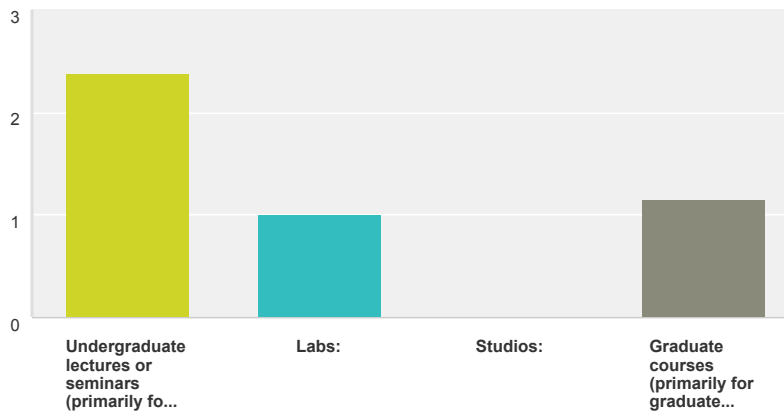
Answer Choices	Average Number	Total Number	Responses
Total number of sections/courses taught:	4	88	22
Total distinct preps (# sections):	3	65	21
Total credit hours delivered:	11	206	18
Total credit hours bought-out for research:	0	3	20
Total students in all sections:	162	3,570	22

Total Respondents: 22

Q2

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

Answered: 22 Skipped: 2



Answer Choices	Average Number	Total Number	Responses
Undergraduate lectures or seminars (primarily for undergraduates):	2	50	21
Labs:	1	18	18
Studios:	0	0	15
Graduate courses (primarily for graduate students):	1	23	20

Total Respondents: 22

Q3

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

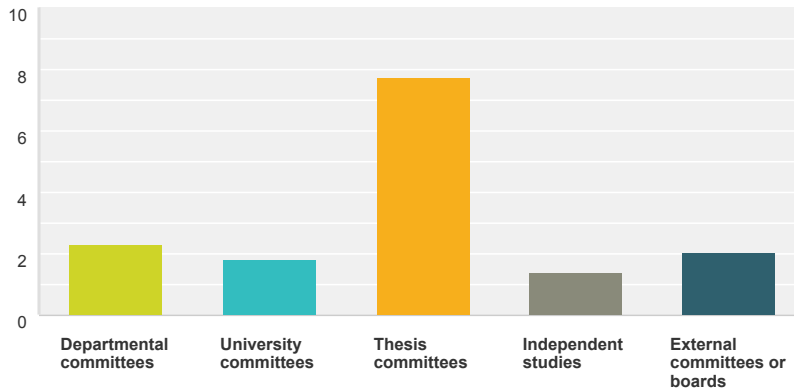
Answered: 22 Skipped: 2

Answer Choices	Responses	
Yes, research related (e.g. charge-outs)	4.55%	1
Yes, service or administration related (e.g. program director, dept head., etc.)	9.09%	2
Yes, for other reasons	27.27%	6
No	59.09%	13
Total Respondents: 22		

Q4

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

Answered: 23 Skipped: 1



Answer Choices	Average Number	Total Number	Responses
Departmental committees	2	53	23
University committees	2	38	21
Thesis committees	8	163	21
Independent studies	1	27	19
External committees or boards	2	41	20
Total Respondents: 23			

Q5

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

Answered: 23 Skipped: 1

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

Chair of a departmental or university committee	42.86% 9	28.57% 6	42.86% 9	21
Course coordinator	68.18% 15	18.18% 4	18.18% 4	22
Director of center, program, or institute	77.27% 17	9.09% 2	13.64% 3	22
Other administrative capacity (e.g. assistant dept head)	85.71% 18	9.52% 2	9.52% 2	21
Director or Head of department/division	95.45% 21	4.55% 1	0.00% 0	22

Q6

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

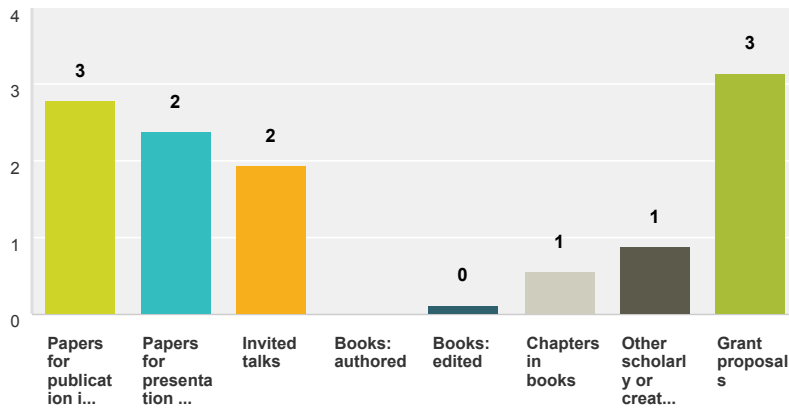
Answered: 17 Skipped: 7

	Teaching relief	Extra compensation	No	Total Respondents
Director or Head of department/division	0.00% 0	9.09% 1	90.91% 10	11
Director of center, program, or institute	0.00% 0	8.33% 1	91.67% 11	12
Chair of a committee	0.00% 0	0.00% 0	100.00% 14	14
Course coordinator	0.00% 0	7.14% 1	92.86% 13	14
Other administrative capacity (e.g. assistant dept head)	10.00% 1	0.00% 0	90.00% 9	10

Q7

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

Answered: 22 Skipped: 2



Answer Choices	Average Number	Total Number	Responses
Papers for publication in peer-reviewed journals	3	61	22
Papers for presentation at conferences	2	50	21
Invited talks	2	37	19
Books: authored	0	0	17
Books: edited	0	2	17
Chapters in books	1	10	18
Other scholarly or creative works	1	15	17
Grant proposals	3	63	20

Total Respondents: 22

Q8

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

Answered: 22 Skipped: 2

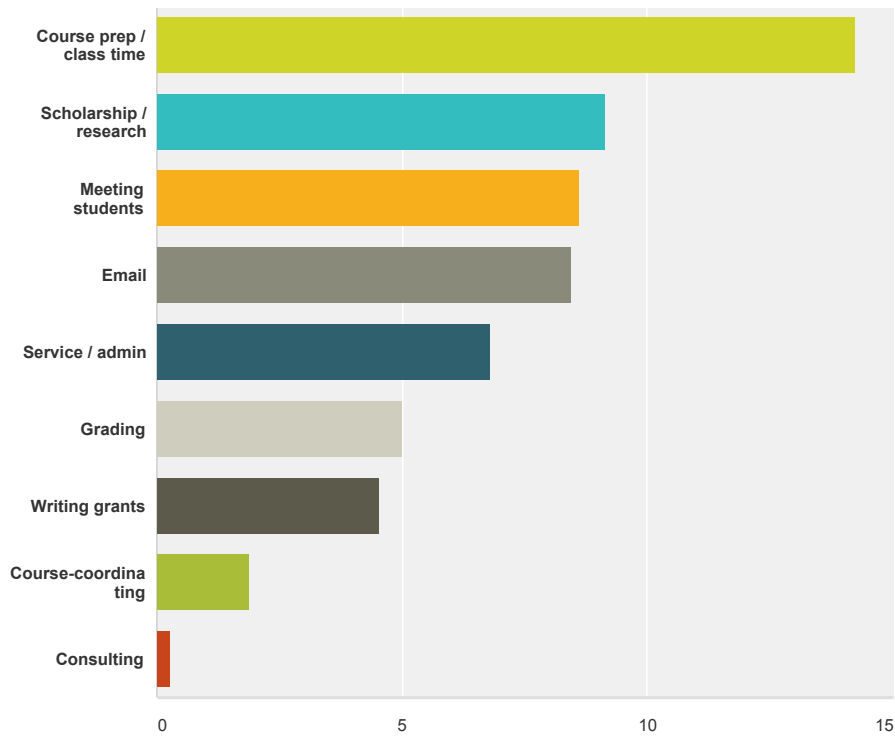
Answer Choices	Average Number	Total Number	Responses
# MS students/advises	2	47	21
# PhD students/advises	2	52	21

Total Respondents: 22

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: 20 Skipped: 4



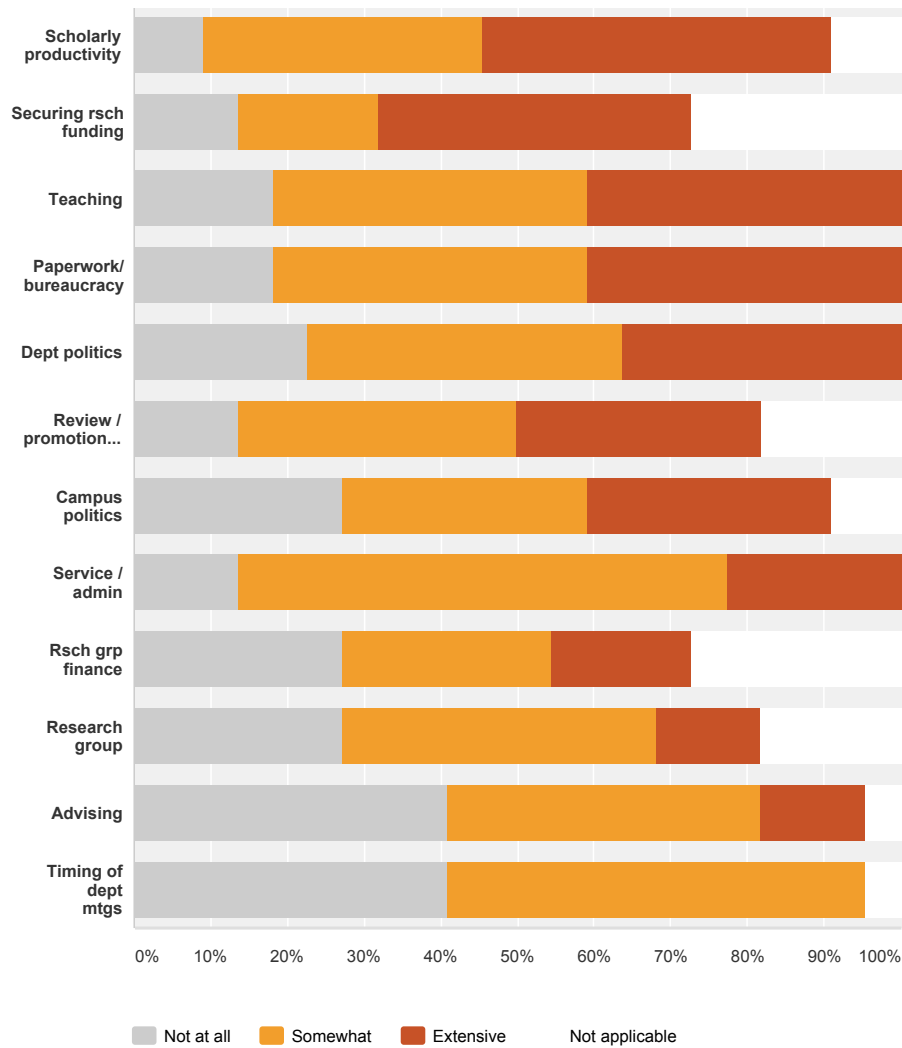
Answer Choices	Average Number	Total Number	Responses
Course prep / class time	14	285	20
Scholarship / research	9	174	19
Meeting students	9	172	20
Email	8	169	20
Service / admin	7	129	19
Grading	5	100	20
Writing grants	5	82	18
Course-coordinating	2	34	18
Consulting	0	5	18

Total Respondents: 20

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: 22 Skipped: 2

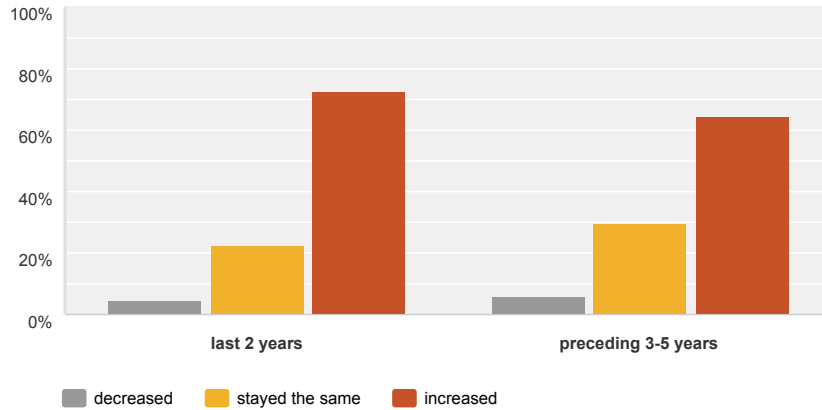


	Not at all	Somewhat	Extensive	Not applicable	Total
Scholarly productivity	9.09% 2	36.36% 8	45.45% 10	9.09% 2	22
Securing rsch funding	13.64% 3	18.18% 4	40.91% 9	27.27% 6	22
Teaching	18.18% 4	40.91% 9	40.91% 9	0.00% 0	22
Paperwork/bureaucracy	18.18% 4	40.91% 9	40.91% 9	0.00% 0	22
Dept politics	22.73% 5	40.91% 9	36.36% 8	0.00% 0	22
Review / promotion process	13.64% 3	36.36% 8	31.82% 7	18.18% 4	22
Campus politics	27.27% 6	31.82% 7	31.82% 7	9.09% 2	22
Service / admin	13.64% 3	63.64% 14	22.73% 5	0.00% 0	22
Rsch grp finance	27.27% 6	27.27% 6	18.18% 4	27.27% 6	22
Research group	27.27% 6	40.91% 9	13.64% 3	18.18% 4	22
Advising	40.91% 9	40.91% 9	13.64% 3	4.55% 1	22
Timing of dept mtgs	40.91% 9	54.55% 12	0.00% 0	4.55% 1	22

Q11

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

Answered: 22 Skipped: 2

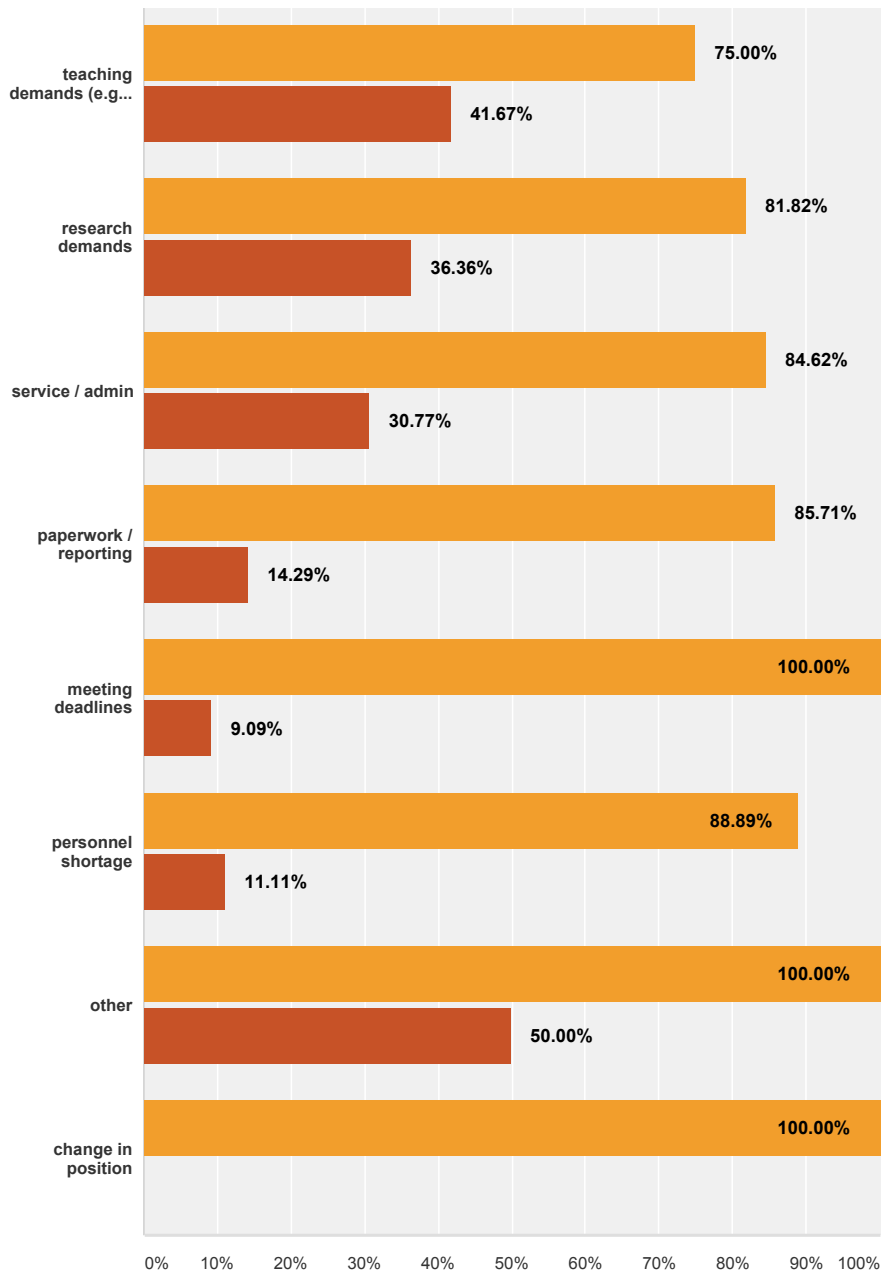


	decreased	stayed the same	increased	Total
last 2 years	4.55% 1	22.73% 5	72.73% 16	22
preceding 3-5 years	5.88% 1	29.41% 5	64.71% 11	17

Q12

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

Answered: 18 Skipped: 6



■ 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)	75.00% 9	41.67% 5	12
research demands	81.82% 9	36.36% 4	11
service / admin	84.62% 11	30.77% 4	13
paperwork / reporting	85.71% 6	14.29% 1	7
meeting deadlines	100.00% 11	9.09% 1	11
personnel shortage	88.89% 8	11.11% 1	9
other	100.00% 2	50.00% 1	2



change in position

100.00%  
1

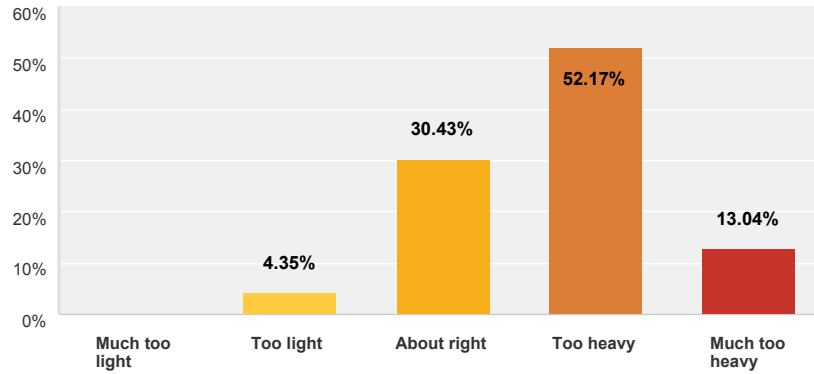
0.00%  
0

1

Q13

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

Answered: 23 Skipped: 1



Answer Choices	Responses
Much too light	0.00% 0
Too light	4.35% 1
About right	30.43% 7
Too heavy	52.17% 12
Much too heavy	13.04% 3
Total	23

Q14

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

Answered: 8 Skipped: 16

Q15

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

Answered: 24 Skipped: 0

	Very dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Very satisfied	Not applicable	Total
Salary	16.67% 4	33.33% 8	29.17% 7	4.17% 1	12.50% 3	4.17% 1	24
Length of contract	17.39% 4	8.70% 2	30.43% 7	4.35% 1	26.09% 6	13.04% 3	23
Start-up funds	13.04% 3	8.70% 2	21.74% 5	8.70% 2	21.74% 5	26.09% 6	23
Benefits	4.35% 1	4.35% 1	30.43% 7	26.09% 6	30.43% 7	4.35% 1	23

Q16

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

Answered: 24 Skipped: 0

	Very dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Very satisfied	Not applicable	Total
Support for submitting grants	25.00% 6	25.00% 6	25.00% 6	0.00% 0	8.33% 2	16.67% 4	24
Number or breadth of faculty within department/unit to deliver curriculum	25.00% 6	25.00% 6	25.00% 6	16.67% 4	8.33% 2	0.00% 0	24
Number or breadth of faculty within department/unit to advance research	20.83% 5	33.33% 8	25.00% 6	8.33% 2	8.33% 2	4.17% 1	24
Availability of nearby parking	16.67% 4	20.83% 5	12.50% 3	20.83% 5	20.83% 5	8.33% 2	24
Classroom space	16.67% 4	16.67% 4	25.00% 6	25.00% 6	16.67% 4	0.00% 0	24
Library resources	16.67% 4	16.67% 4	37.50% 9	20.83% 5	8.33% 2	0.00% 0	24
Computer resources	8.33% 2	16.67% 4	37.50% 9	25.00% 6	12.50% 3	0.00% 0	24
Staff support	8.33% 2	33.33% 8	25.00% 6	20.83% 5	12.50% 3	0.00% 0	24
Office space	4.17% 1	4.17% 1	12.50% 3	25.00% 6	54.17% 13	0.00% 0	24
Lab or research space	4.17% 1	12.50% 3	20.83% 5	20.83% 5	4.17% 1	37.50% 9	24
Instructional/classroom technology	4.17% 1	20.83% 5	37.50% 9	25.00% 6	8.33% 2	4.17% 1	24

Q17

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

Answered: 24 Skipped: 0

	Very dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Very satisfied	Not applicable	Total
Time available for scholarly work	16.67% 4	41.67% 10	25.00% 6	0.00% 0	8.33% 2	8.33% 2	24
Committee and administrative responsibilities	16.67% 4	33.33% 8	25.00% 6	12.50% 3	8.33% 2	4.17% 1	24
Access to teaching assistants	12.50% 3	4.17% 1	25.00% 6	25.00% 6	20.83% 5	12.50% 3	24
Intellectual stimulation of your work environment	12.50% 3	33.33% 8	12.50% 3	29.17% 7	12.50% 3	0.00% 0	24
Quality of graduate students	8.70% 2	26.09% 6	8.70% 2	21.74% 5	21.74% 5	13.04% 3	23
Access to students for research	8.33% 2	8.33% 2	29.17% 7	20.83% 5	16.67% 4	16.67% 4	24

projects							
Teaching responsibilities	0.00% 0	16.67% 4	25.00% 6	29.17% 7	25.00% 6	4.17% 1	24
Advising responsibilities	0.00% 0	12.50% 3	41.67% 10	29.17% 7	16.67% 4	0.00% 0	24

Q18

### How important are the following to you?:

Answered: 24 Skipped: 0

	Very important	Somewhat important	Neutral	Somewhat unimportant	Not very important	Not applicable	Total
Academic freedom	83.33% 20	8.33% 2	4.17% 1	0.00% 0	0.00% 0	4.17% 1	24
Faculty input in decision-making	79.17% 19	20.83% 5	0.00% 0	0.00% 0	0.00% 0	0.00% 0	24
Open environment for discussing differing ideas	70.83% 17	20.83% 5	8.33% 2	0.00% 0	0.00% 0	0.00% 0	24
Conducting research/scholarship	66.67% 16	16.67% 4	4.17% 1	8.33% 2	4.17% 1	0.00% 0	24
Teaching graduate students	62.50% 15	29.17% 7	0.00% 0	0.00% 0	8.33% 2	0.00% 0	24
Teaching undergraduate students	62.50% 15	33.33% 8	4.17% 1	0.00% 0	0.00% 0	0.00% 0	24
Diversity on campus	45.83% 11	33.33% 8	20.83% 5	0.00% 0	0.00% 0	0.00% 0	24
Intellectual activities with colleagues	37.50% 9	50.00% 12	4.17% 1	0.00% 0	8.33% 2	0.00% 0	24
Engage in student life/ activities	12.50% 3	29.17% 7	33.33% 8	8.33% 2	16.67% 4	0.00% 0	24
Engage in service/ committee work	8.33% 2	58.33% 14	12.50% 3	16.67% 4	4.17% 1	0.00% 0	24
Social activities with colleagues	8.33% 2	54.17% 13	25.00% 6	0.00% 0	12.50% 3	0.00% 0	24

Q19

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

Answered: 7 Skipped: 17

Q20

### Please indicate your agreement or disagreement with the following statements:

Answered: 24 Skipped: 0

	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	Not applicable	Total
The creation of colleges has made my professional life better	33.33% 8	12.50% 3	41.67% 10	4.17% 1	4.17% 1	4.17% 1	24
I feel comfortable expressing my views openly	25.00% 6	25.00% 6	16.67% 4	25.00% 6	8.33% 2	0.00% 0	24

I feel I am given the opportunity to serve on important committees	12.50% 3	4.17% 1	29.17% 7	33.33% 8	20.83% 5	0.00% 0	24
If I had to decide all over again to be a faculty member at CSM, I would again chose to be here	13.04% 3	8.70% 2	34.78% 8	30.43% 7	13.04% 3	0.00% 0	23
The quality of my scholarship is positively affected by my interactions with CSM colleagues	8.33% 2	8.33% 2	37.50% 9	29.17% 7	12.50% 3	4.17% 1	24
My colleagues value my research/scholarship	4.17% 1	16.67% 4	33.33% 8	25.00% 6	12.50% 3	8.33% 2	24
My colleagues value my contributions to teaching and advising	4.17% 1	8.33% 2	33.33% 8	45.83% 11	8.33% 2	0.00% 0	24
My department/unit is a good fit for me	4.17% 1	29.17% 7	4.17% 1	37.50% 9	25.00% 6	0.00% 0	24
I am able to make decisions about my areas of responsibility	4.35% 1	13.04% 3	26.09% 6	34.78% 8	21.74% 5	0.00% 0	23
I have to work harder than some of my colleagues to be perceived as a legitimate scholar	4.17% 1	12.50% 3	29.17% 7	33.33% 8	20.83% 5	0.00% 0	24
My colleagues value my service and administrative contributions	0.00% 0	8.33% 2	37.50% 9	33.33% 8	20.83% 5	0.00% 0	24
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% 3	20.83% 5	41.67% 10	20.83% 5	4.17% 1	24

Q21

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

Answered: 24 Skipped: 0

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	Not applicable	Total
Department/unit creates a collegial and supportive environment	16.67% 4	12.50% 3	12.50% 3	37.50% 9	20.83% 5	0.00% 0	24
Decision-making is collaborative and transparent	16.67% 4	25.00% 6	8.33% 2	37.50% 9	12.50% 3	0.00% 0	24
I feel comfortable, included, and valued	16.67% 4	16.67% 4	12.50% 3	37.50% 9	16.67% 4	0.00% 0	24
Interdisciplinary research is valued and supported	12.50% 3	12.50% 3	4.17% 1	37.50% 9	25.00% 6	8.33% 2	24
Decision-	12.50%	33.33%	20.83%	25.00%	8.33%	0.00%	

making is efficient	3	8	5	6	2	0	24
Diversity of opinion is respected and valued	12.50% 3	16.67% 4	16.67% 4	33.33% 8	20.83% 5	0.00% 0	24
Department/unit helps me obtain or manage the resources I need	8.33% 2	16.67% 4	16.67% 4	29.17% 7	29.17% 7	0.00% 0	24
Decision-making is fair	8.33% 2	20.83% 5	20.83% 5	37.50% 9	12.50% 3	0.00% 0	24
Decision-making reflects sound priorities and relevant data	8.33% 2	25.00% 6	20.83% 5	41.67% 10	4.17% 1	0.00% 0	24
I have a voice in decision-making	8.33% 2	16.67% 4	8.33% 2	50.00% 12	16.67% 4	0.00% 0	24

Q22

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

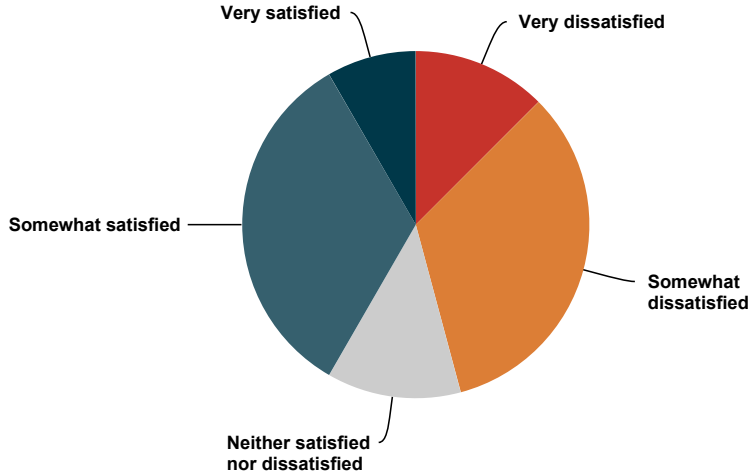
Answered: 24 Skipped: 0

	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	Not applicable	Total
Decision-making is collaborative and transparent	50.00% 12	25.00% 6	16.67% 4	8.33% 2	0.00% 0	0.00% 0	24
Decision-making is efficient	45.83% 11	12.50% 3	25.00% 6	12.50% 3	4.17% 1	0.00% 0	24
Decision-making is fair	37.50% 9	25.00% 6	29.17% 7	8.33% 2	0.00% 0	0.00% 0	24
Decision-making reflects sound priorities and relevant data	37.50% 9	29.17% 7	20.83% 5	12.50% 3	0.00% 0	0.00% 0	24
I have a voice in decision-making	37.50% 9	33.33% 8	16.67% 4	12.50% 3	0.00% 0	0.00% 0	24
I feel comfortable, included, and valued	33.33% 8	25.00% 6	29.17% 7	12.50% 3	0.00% 0	0.00% 0	24
Diversity of opinion is respected and valued	33.33% 8	20.83% 5	20.83% 5	25.00% 6	0.00% 0	0.00% 0	24
CSM helps me obtain or manage the resources I need	29.17% 7	25.00% 6	20.83% 5	16.67% 4	4.17% 1	4.17% 1	24
CSM creates a collegial and supportive environment	20.83% 5	16.67% 4	16.67% 4	41.67% 10	4.17% 1	0.00% 0	24
Interdisciplinary research is valued and supported	16.67% 4	16.67% 4	16.67% 4	33.33% 8	12.50% 3	4.17% 1	24

Q23

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

Answered: 24 Skipped: 0

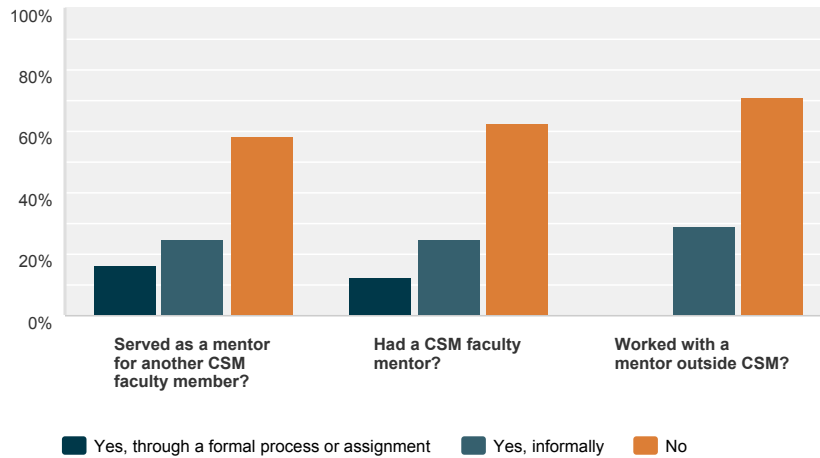


Answer Choices	Responses
Very dissatisfied	12.50% 3
Somewhat dissatisfied	33.33% 8
Neither satisfied nor dissatisfied	12.50% 3
Somewhat satisfied	33.33% 8
Very satisfied	8.33% 2
Total	24

Q24

## While at CSM, have you:

Answered: 24 Skipped: 0

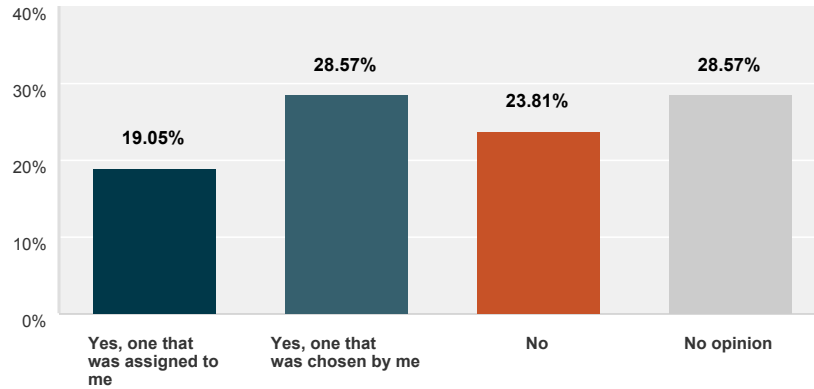


	Yes, through a formal process or assignment	Yes, informally	No	Total
Served as a mentor for another CSM faculty member?	16.67% 4	25.00% 6	58.33% 14	24
Had a CSM faculty mentor?	12.50% 3	25.00% 6	62.50% 15	24
Worked with a	0.00%	29.17%	70.83%	

Q25

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

Answered: 21 Skipped: 3

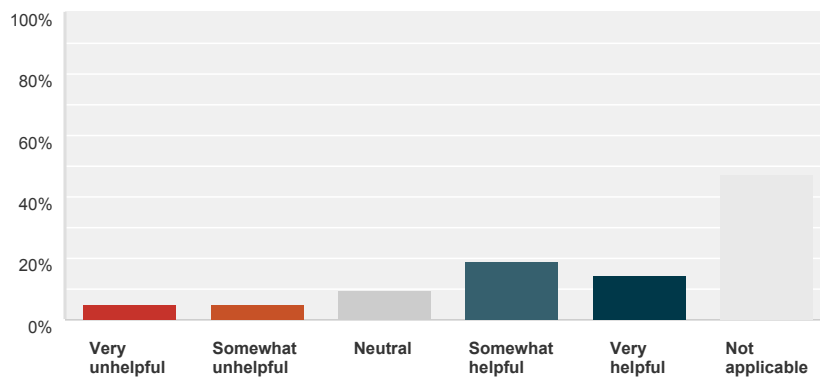


Answer Choices	Responses	
Yes, one that was assigned to me	19.05%	4
Yes, one that was chosen by me	28.57%	6
No	23.81%	5
No opinion	28.57%	6
Total		21

Q26

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

Answered: 21 Skipped: 3



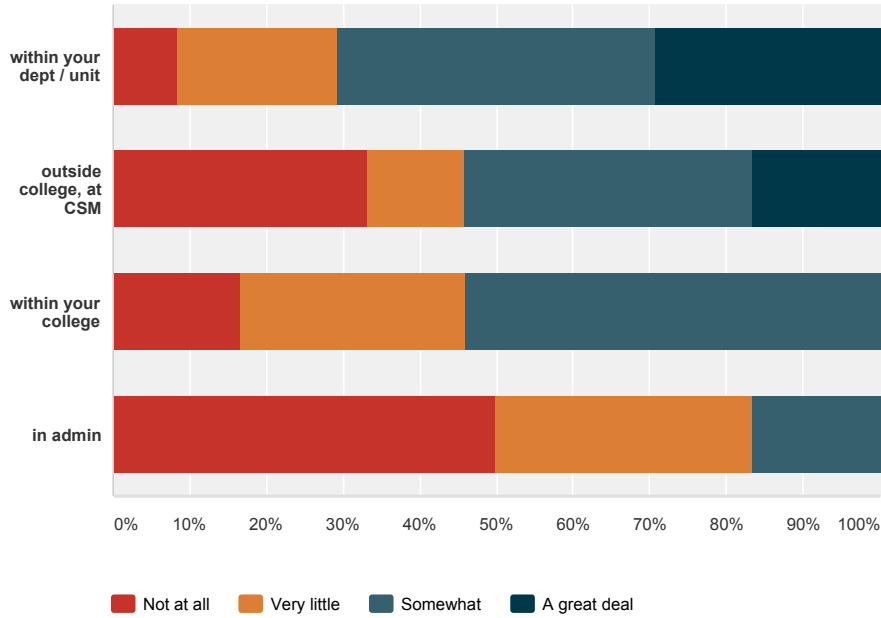
Answer Choices	Responses	
Very unhelpful	4.76%	1
Somewhat unhelpful	4.76%	1
Neutral	9.52%	2
Somewhat helpful	19.05%	4

Very helpful	14.29%	3
Not applicable	47.62%	10
Total		21

Q27

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

Answered: 24 Skipped: 0



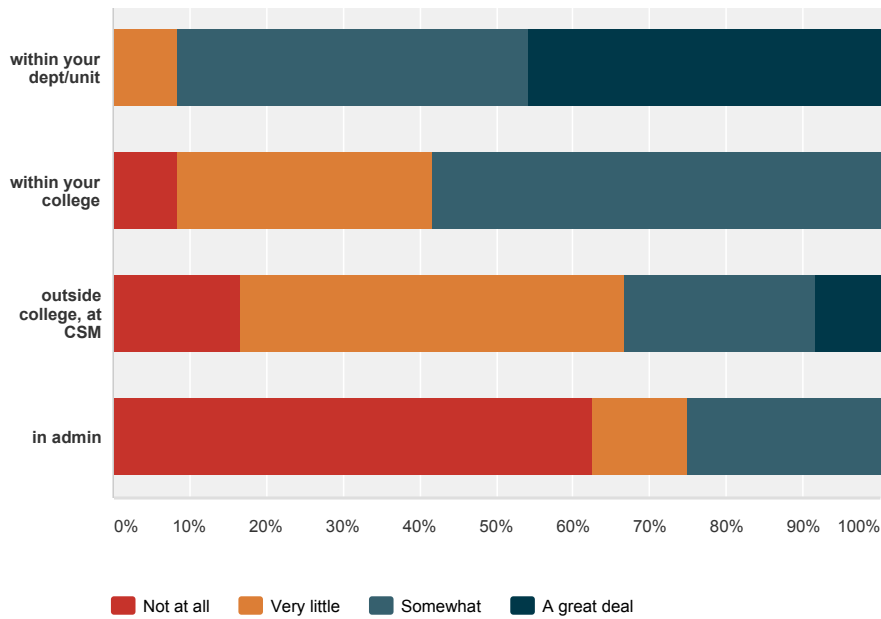
	Not at all	Very little	Somewhat	A great deal	Total
within your dept / unit	8.33% 2	20.83% 5	41.67% 10	29.17% 7	24
outside college, at CSM	33.33% 8	12.50% 3	37.50% 9	16.67% 4	24
within your college	16.67% 4	29.17% 7	54.17% 13	0.00% 0	24
in admin	50.00% 12	33.33% 8	16.67% 4	0.00% 0	24

Q28

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

Answered: 24 Skipped: 0



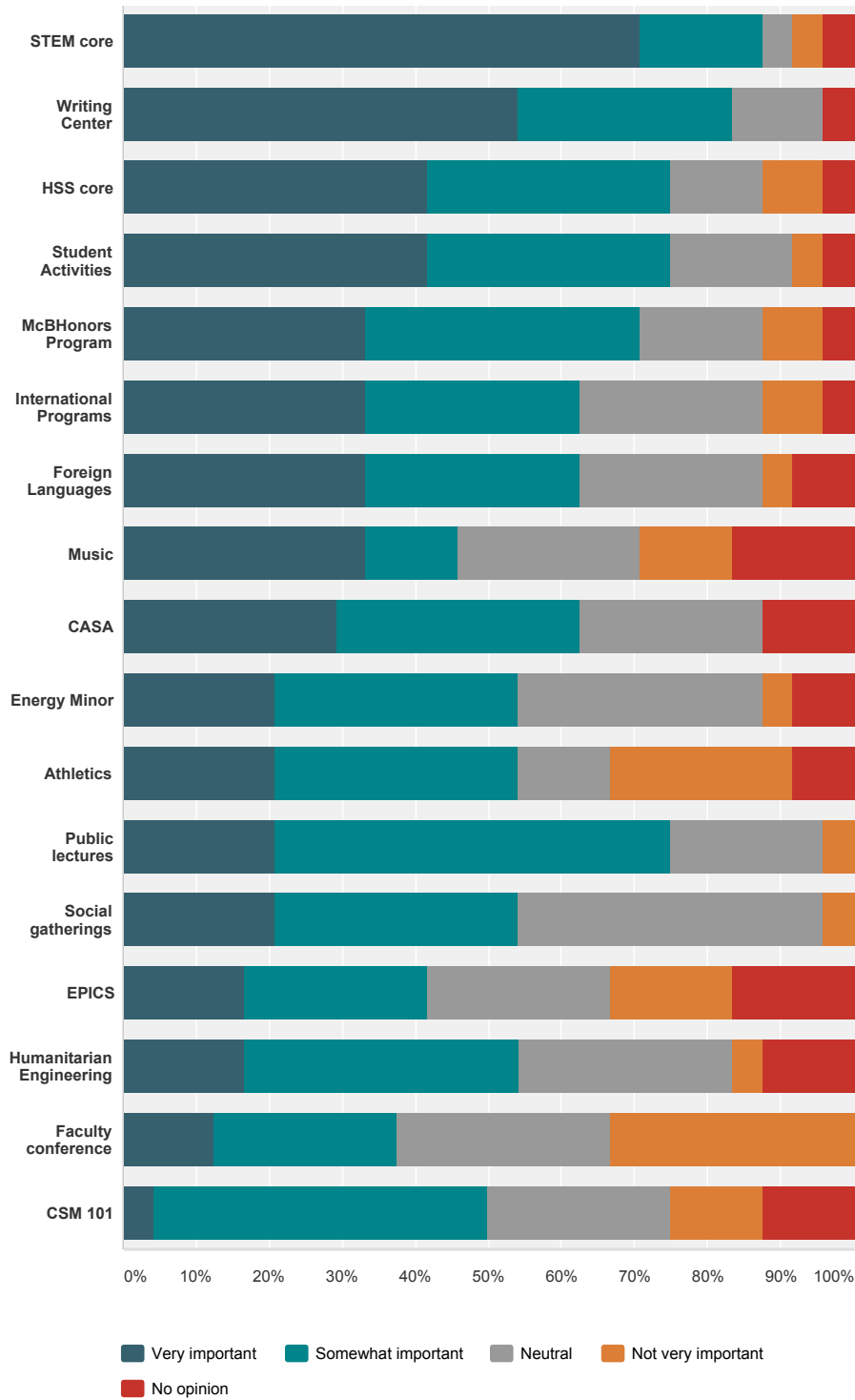


	Not at all	Very little	Somewhat	A great deal	Total
within your dept/unit	0.00% 0	8.33% 2	45.83% 11	45.83% 11	24
within your college	8.33% 2	33.33% 8	58.33% 14	0.00% 0	24
outside college, at CSM	16.67% 4	50.00% 12	25.00% 6	8.33% 2	24
in admin	62.50% 15	12.50% 3	25.00% 6	0.00% 0	24

Q29

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

Answered: 24 Skipped: 0



	Very important	Somewhat important	Neutral	Not very important	No opinion	Total
STEM core	70.83% 17	16.67% 4	4.17% 1	4.17% 1	4.17% 1	24
Writing Center	54.17% 13	29.17% 7	12.50% 3	0.00% 0	4.17% 1	24
HSS core	41.67% 10	33.33% 8	12.50% 3	8.33% 2	4.17% 1	24
Student Activities	41.67% 10	33.33% 8	16.67% 4	4.17% 1	4.17% 1	24
McBHonors Program	33.33% 8	37.50% 9	16.67% 4	8.33% 2	4.17% 1	24
International Programs	33.33% 8	29.17% 7	25.00% 6	8.33% 2	4.17% 1	24
Foreign	33.33%	29.17%	25.00%	4.17%	8.33%	

Languages	8	7	6	1	2	24
Music	33.33% 8	12.50% 3	25.00% 6	12.50% 3	16.67% 4	24
CASA	29.17% 7	33.33% 8	25.00% 6	0.00% 0	12.50% 3	24
Energy Minor	20.83% 5	33.33% 8	33.33% 8	4.17% 1	8.33% 2	24
Athletics	20.83% 5	33.33% 8	12.50% 3	25.00% 6	8.33% 2	24
Public lectures	20.83% 5	54.17% 13	20.83% 5	4.17% 1	0.00% 0	24
Social gatherings	20.83% 5	33.33% 8	41.67% 10	4.17% 1	0.00% 0	24
EPICS	16.67% 4	25.00% 6	25.00% 6	16.67% 4	16.67% 4	24
Humanitarian Engineering	16.67% 4	37.50% 9	29.17% 7	4.17% 1	12.50% 3	24
Faculty conference	12.50% 3	25.00% 6	29.17% 7	33.33% 8	0.00% 0	24
CSM 101	4.17% 1	45.83% 11	25.00% 6	12.50% 3	12.50% 3	24

Q30

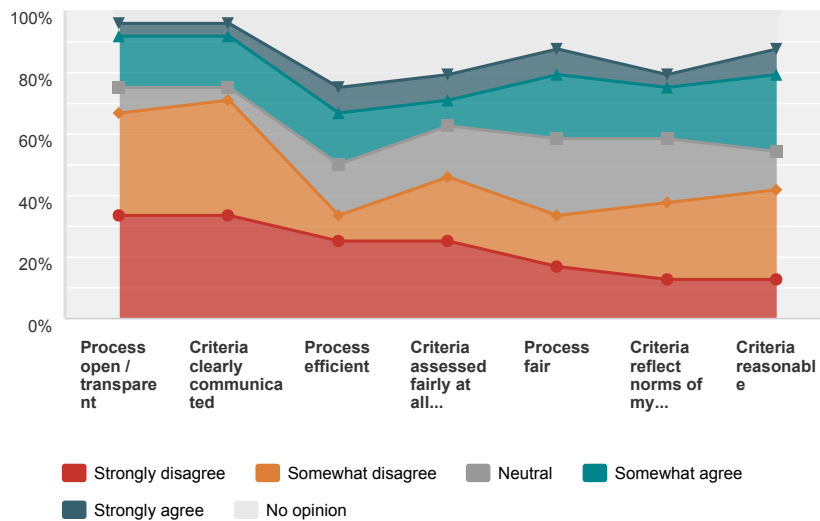
**Do you have any additional comments about mentorship and collaboration? (optional)**

Answered: 5 Skipped: 19

Q31

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

Answered: 24 Skipped: 0



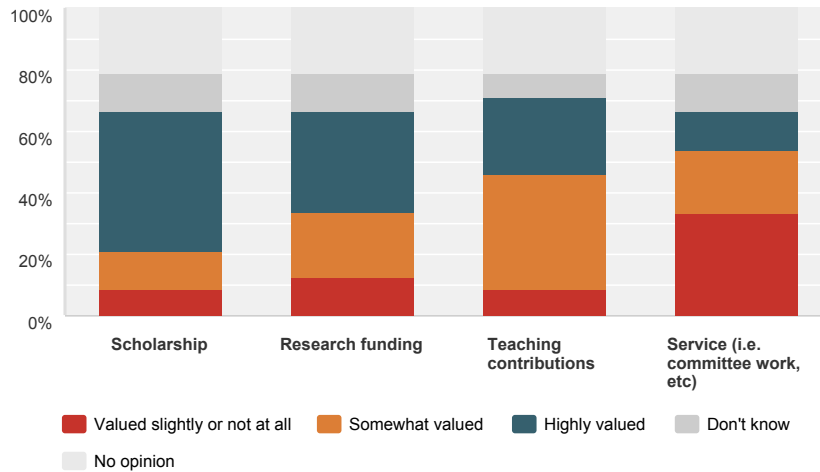
	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	No opinion	Total
Process open / transparent	33.33% 8	33.33% 8	8.33% 2	16.67% 4	4.17% 1	4.17% 1	24

Criteria clearly communicated	33.33% 8	37.50% 9	4.17% 1	16.67% 4	4.17% 1	4.17% 1	24
Process efficient	25.00% 6	8.33% 2	16.67% 4	16.67% 4	8.33% 2	25.00% 6	24
Criteria assessed fairly at all levels	25.00% 6	20.83% 5	16.67% 4	8.33% 2	8.33% 2	20.83% 5	24
Process fair	16.67% 4	16.67% 4	25.00% 6	20.83% 5	8.33% 2	12.50% 3	24
Criteria reflect norms of my discipline	12.50% 3	25.00% 6	20.83% 5	16.67% 4	4.17% 1	20.83% 5	24
Criteria reasonable	12.50% 3	29.17% 7	12.50% 3	25.00% 6	8.33% 2	12.50% 3	24

Q32

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

Answered: 24 Skipped: 0

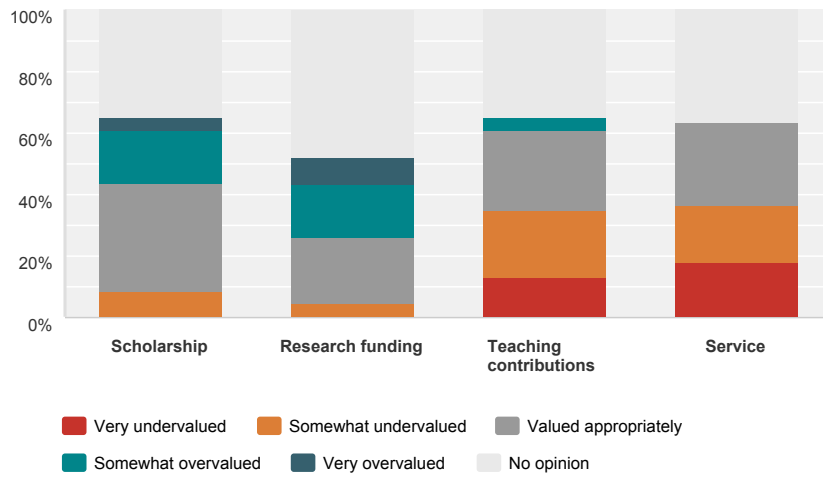


	Valued slightly or not at all	Somewhat valued	Highly valued	Don't know	No opinion	Total
Scholarship	8.33% 2	12.50% 3	45.83% 11	12.50% 3	20.83% 5	24
Research funding	12.50% 3	20.83% 5	33.33% 8	12.50% 3	20.83% 5	24
Teaching contributions	8.33% 2	37.50% 9	25.00% 6	8.33% 2	20.83% 5	24
Service (i.e. committee work, etc)	33.33% 8	20.83% 5	12.50% 3	12.50% 3	20.83% 5	24

Q33

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

Answered: 23 Skipped: 1



	Very undervalued	Somewhat undervalued	Valued appropriately	Somewhat overvalued	Very overvalued	No opinion	Total
<b>Scholarship</b>	0.00% 0	8.70% 2	34.78% 8	17.39% 4	4.35% 1	34.78% 8	23
<b>Research funding</b>	0.00% 0	4.35% 1	21.74% 5	17.39% 4	8.70% 2	47.83% 11	23
<b>Teaching contributions</b>	13.04% 3	21.74% 5	26.09% 6	4.35% 1	0.00% 0	34.78% 8	23
<b>Service</b>	18.18% 4	18.18% 4	27.27% 6	0.00% 0	0.00% 0	36.36% 8	22

Q34

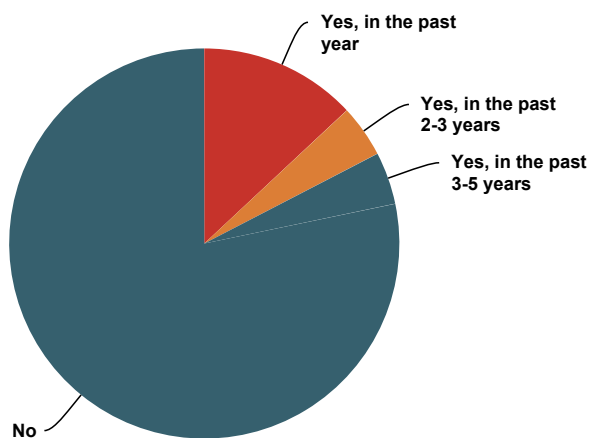
### Do you have any additional comments about promotion and/or tenure? (optional)

Answered: 5 Skipped: 19

Q35

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

Answered: 23 Skipped: 1



Answer Choices

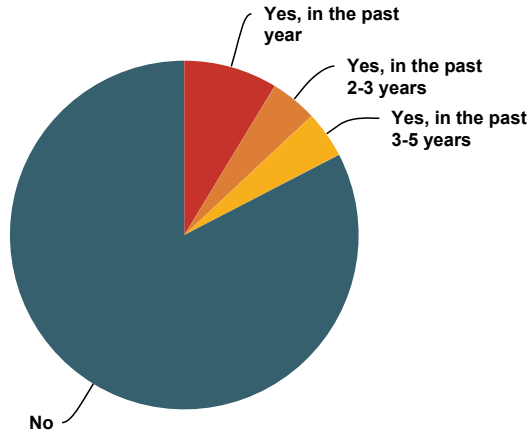
Responses

Yes, in the past year	13.04%	3
Yes, in the past 2-3 years	4.35%	1
Yes, in the past 3-5 years	4.35%	1
No	78.26%	18
Total		23

Q36

### Have you applied for a job outside academia recently?

Answered: 23 Skipped: 1



Answer Choices	Responses	
Yes, in the past year	8.70%	2
Yes, in the past 2-3 years	4.35%	1
Yes, in the past 3-5 years	4.35%	1
No	82.61%	19
Total		23

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: 20 Skipped: 4

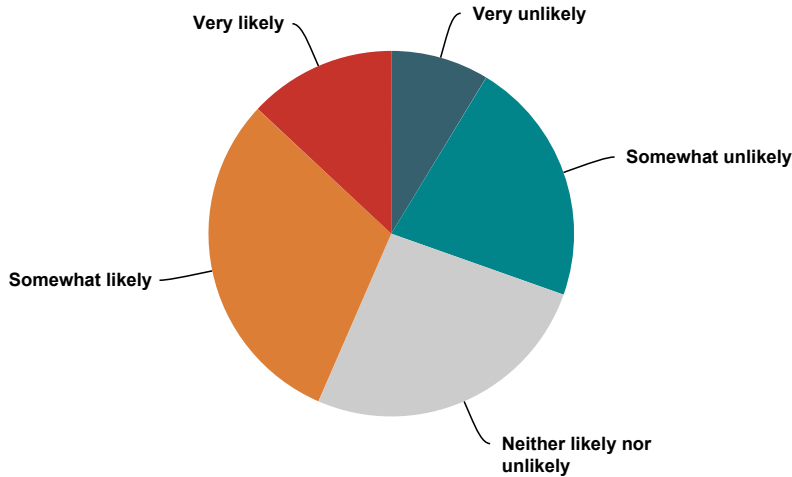
Answer Choices	Responses	
Salary	5.00%	1
Course load	0.00%	0
Administrative responsibilities	5.00%	1
Leave time	0.00%	0
Summer salary	0.00%	0
Special timing of the tenure clock	0.00%	0

Equipment/laboratory/research start-up	0.00%	0
Employment for spouse/partner	0.00%	0
Received offer, but did not take to CSM leadership	30.00%	6
Not applicable	65.00%	13
Total Respondents: 20		

Q38

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

Answered: 23 Skipped: 1



Answer Choices	Responses	
Very unlikely	8.70%	2
Somewhat unlikely	21.74%	5
Neither likely nor unlikely	26.09%	6
Somewhat likely	30.43%	7
Very likely	13.04%	3
Total		23

Q39

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

Answered: 23 Skipped: 1

	Not at all	To some extent	To a great extent	Not applicable	Total
To enhance your career in other ways	9.09% 2	31.82% 7	54.55% 12	4.55% 1	22
To reduce stress	23.81% 5	33.33% 7	42.86% 9	0.00% 0	21
To find a more supportive work environment	4.76% 1	52.38% 11	38.10% 8	4.76% 1	21
To reduce workload	33.33% 7	23.81% 5	38.10% 8	4.76% 1	21
To increase your	23.81%	42.86%	33.33%	0.00%	

salary	5	9	7	0	21
To find a more satisfying intellectual environment	33.33% 7	28.57% 6	33.33% 7	4.76% 1	21
Great opportunities in my field	38.10% 8	23.81% 5	33.33% 7	4.76% 1	21
To increase your time to do research	33.33% 7	28.57% 6	28.57% 6	9.52% 2	21
To pursue a nonacademic job	54.55% 12	13.64% 3	13.64% 3	18.18% 4	22
Retirement	45.45% 10	22.73% 5	9.09% 2	22.73% 5	22
To improve your prospects for tenure	47.62% 10	9.52% 2	4.76% 1	38.10% 8	21
To improve the employment situation of your spouse/partner	55.00% 11	20.00% 4	5.00% 1	20.00% 4	20
To lower your cost of living	61.90% 13	19.05% 4	4.76% 1	14.29% 3	21
To live elsewhere	75.00% 15	10.00% 2	5.00% 1	10.00% 2	20
To address child-related issues	47.62% 10	23.81% 5	0.00% 0	28.57% 6	21
Benefits	63.64% 14	27.27% 6	0.00% 0	9.09% 2	22

Q40

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

Answered: 23 Skipped: 1

	Not at all	To some extent	To a great extent	Not applicable	Total
Living in the area	9.52% 2	23.81% 5	57.14% 12	9.52% 2	21
Benefits	22.73% 5	31.82% 7	31.82% 7	13.64% 3	22
Other career benefits	27.27% 6	45.45% 10	18.18% 4	9.09% 2	22
Employment situation of your spouse/partner	45.45% 10	13.64% 3	18.18% 4	22.73% 5	22
Retirement	40.91% 9	22.73% 5	18.18% 4	18.18% 4	22
Open intellectual environment	43.48% 10	43.48% 10	13.04% 3	0.00% 0	23
Time to do research	36.36% 8	45.45% 10	13.64% 3	4.55% 1	22
Tenure or prospects for tenure	36.36% 8	31.82% 7	9.09% 2	22.73% 5	22
Workload	77.27% 17	13.64% 3	9.09% 2	0.00% 0	22
Cost of living	59.09% 13	13.64% 3	9.09% 2	18.18% 4	22
Lack of opportunities in my field	59.09% 13	13.64% 3	9.09% 2	18.18% 4	22
Salary	54.55% 12	36.36% 8	4.55% 1	4.55% 1	22
Supportive work	47.83%	43.48%	4.35%	4.35%	



environment	11	10	1	1	23
Stress level	77.27% 17	18.18% 4	4.55% 1	0.00% 0	22
Child-related issues	59.09% 13	9.09% 2	0.00% 0	31.82% 7	22

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: 23 Skipped: 1

	Not at all	Somewhat	Extensive	Not applicable	Total
Time to spend with family	17.39% 4	30.43% 7	39.13% 9	13.04% 3	23
Being part of a dual-career couple	30.43% 7	34.78% 8	13.04% 3	21.74% 5	23
Managing household responsibilities	34.78% 8	47.83% 11	8.70% 2	8.70% 2	23
Your health	52.17% 12	21.74% 5	8.70% 2	17.39% 4	23
Childcare	47.83% 11	13.04% 3	4.35% 1	34.78% 8	23
Care of someone who is ill, disabled, aging, and/or in need of special services	56.52% 13	8.70% 2	4.35% 1	30.43% 7	23
Commuting to and from work	60.87% 14	26.09% 6	4.35% 1	8.70% 2	23
Cost of living	59.09% 13	27.27% 6	0.00% 0	13.64% 3	22

Q42

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

Answered: 18 Skipped: 6

Answer Choices	Average Number	Total Number	Responses
0-5 yrs	0	2	11
6-17 yrs	0	6	13
18-23 yrs	0	3	13
23+ yrs	1	9	15

Total Respondents: 18

Q43

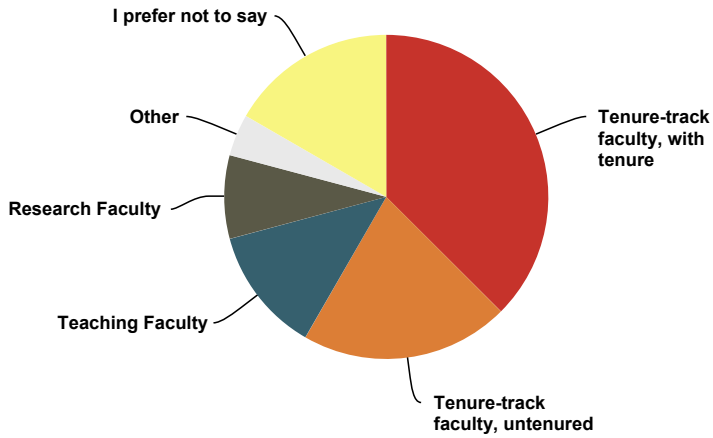
Do you have any additional comments about hiring and retention? (optional)

Answered: 3 Skipped: 21

Q44

### What is your current position?

Answered: 24 Skipped: 0



Answer Choices	Responses	
Tenure-track faculty, with tenure	37.50%	9
Tenure-track faculty, untenured	20.83%	5
Teaching Faculty	12.50%	3
Research Faculty	8.33%	2
Library Faculty	0.00%	0
Other	4.17%	1
I prefer not to say	16.67%	4
Total		24

Q45

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

Answered: 24 Skipped: 0

Answer Choices	Responses	
1-3 years	0.00%	0
4-9 years	29.17%	7
10+ years	16.67%	4
I prefer not to say	54.17%	13
Total		24

Q46

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

Answered: 24 Skipped: 0



I prefer not to say

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	0.00%	0
Petroleum Engineering	0.00%	0
Physical Education and Athletics	0.00%	0
I prefer not to say	100.00%	24
Total		24

Q47

### Gender

Answered: 23 Skipped: 1

Answer Choices	Responses	
Male	26.09%	6
Female	17.39%	4
I prefer not to say	56.52%	13
Total		23

Q48

## Race/ethnicity

Answered: 23 Skipped: 1

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	34.78%	8
I prefer not to say	65.22%	15
Total		23

Q49

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

Answered: 10 Skipped: 14

Q50

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

Answered: 6 Skipped: 18