

# CSM Faculty Climate Survey - Petroleum Engineering

These are summary results for Petroleum Engineering only.

All Pages

6 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: 6 Skipped: 0

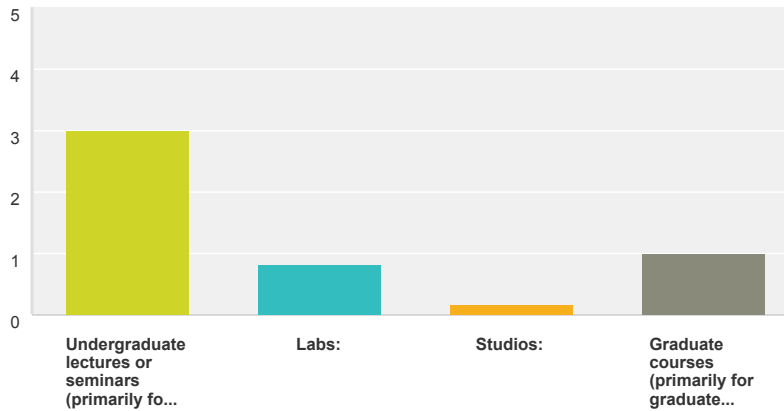
Answer Choices	Average Number	Total Number	Responses
<b>Total number of sections/courses taught:</b>	3	19	6
<b>Total distinct preps (# sections):</b>	4	25	6
<b>Total credit hours delivered:</b>	10	39	4
<b>Total credit hours bought-out for research:</b>	0	0	6
<b>Total students in all sections:</b>	213	1,063	5

Total Respondents: 6

Q2

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

Answered: 6 Skipped: 0



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

Total Respondents: 6

Q3

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

Answered: 6 Skipped: 0

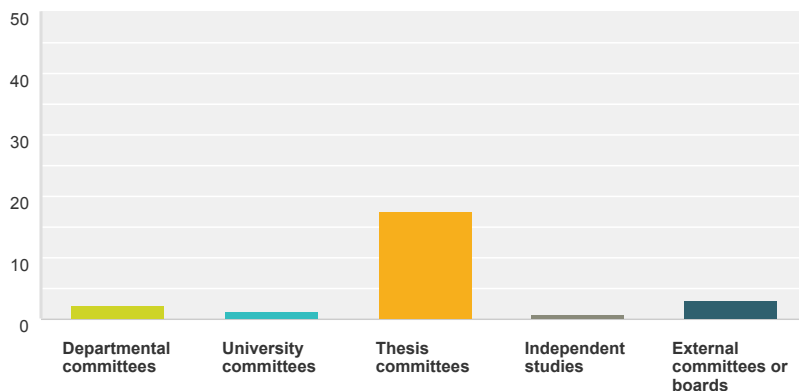
Answer Choices	Responses	
Yes, research related (e.g. charge-outs)	0.00%	0
Yes, service or administration related (e.g. program director, dept head., etc.)	0.00%	0
Yes, for other reasons	33.33%	2
No	66.67%	4

Total Respondents: 6

Q4

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

Answered: 6 Skipped: 0



Answer Choices	Average Number	Total Number	Responses
Departmental committees	2	14	6
University committees	1	8	6
Thesis committees	17	87	5
Independent studies	1	4	5
External committees or boards	3	18	6

Total Respondents: 6

Q5

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

Answered: 6 Skipped: 0

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

Course coordinator	33.33% 2	50.00% 3	50.00% 3	6
Chair of a departmental or university committee	60.00% 3	40.00% 2	40.00% 2	5
Director of center, program, or institute	80.00% 4	20.00% 1	20.00% 1	5
Other administrative capacity (e.g. assistant dept head)	80.00% 4	20.00% 1	20.00% 1	5
Director or Head of department/division	100.00% 5	0.00% 0	0.00% 0	5

Q6

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

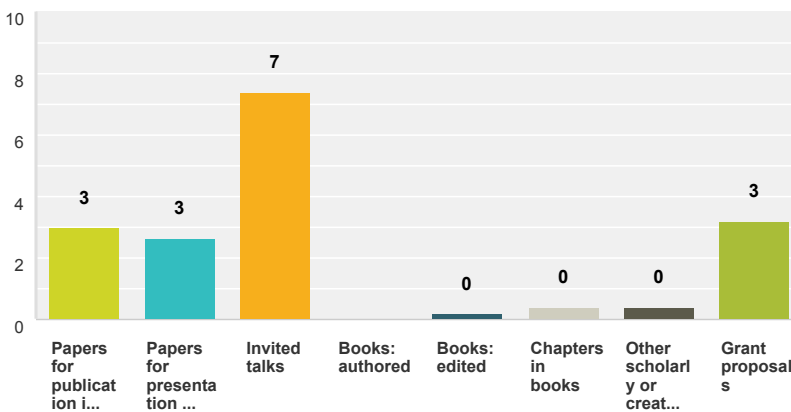
Answered: 5 Skipped: 1

	Teaching relief	Extra compensation	No	Total Respondents
Director or Head of department/division	0.00% 0	0.00% 0	100.00% 4	4
Director of center, program, or institute	0.00% 0	0.00% 0	100.00% 4	4
Chair of a committee	0.00% 0	0.00% 0	100.00% 4	4
Course coordinator	0.00% 0	0.00% 0	100.00% 5	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: 6 Skipped: 0



Answer Choices	Average Number	Total Number	Responses
<b>Papers for publication in peer-reviewed journals</b>	3	15	5
<b>Papers for presentation at conferences</b>	3	16	6
<b>Invited talks</b>	7	37	5
<b>Books: authored</b>	0	0	5
<b>Books: edited</b>	0	1	5
<b>Chapters in books</b>	0	2	5
<b>Other scholarly or creative works</b>	0	2	5
<b>Grant proposals</b>	3	16	5

Total Respondents: 6

**Q8**

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

Answered: 6 Skipped: 0

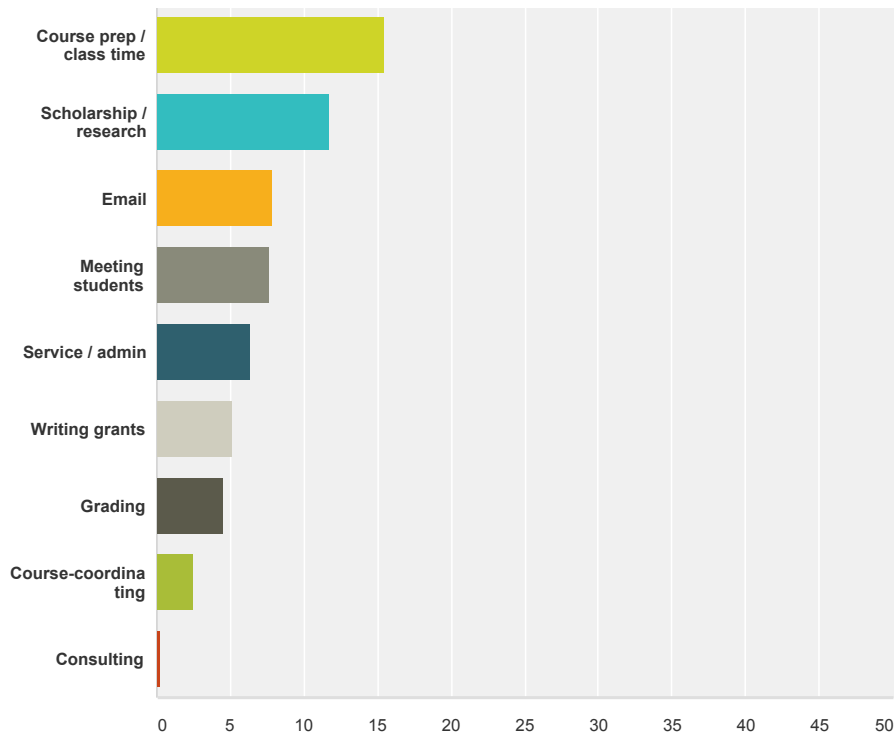
Answer Choices	Average Number	Total Number	Responses
<b># MS students/advises</b>	7	42	6
<b># PhD students/advises</b>	4	22	6

Total Respondents: 6

**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: 6 Skipped: 0



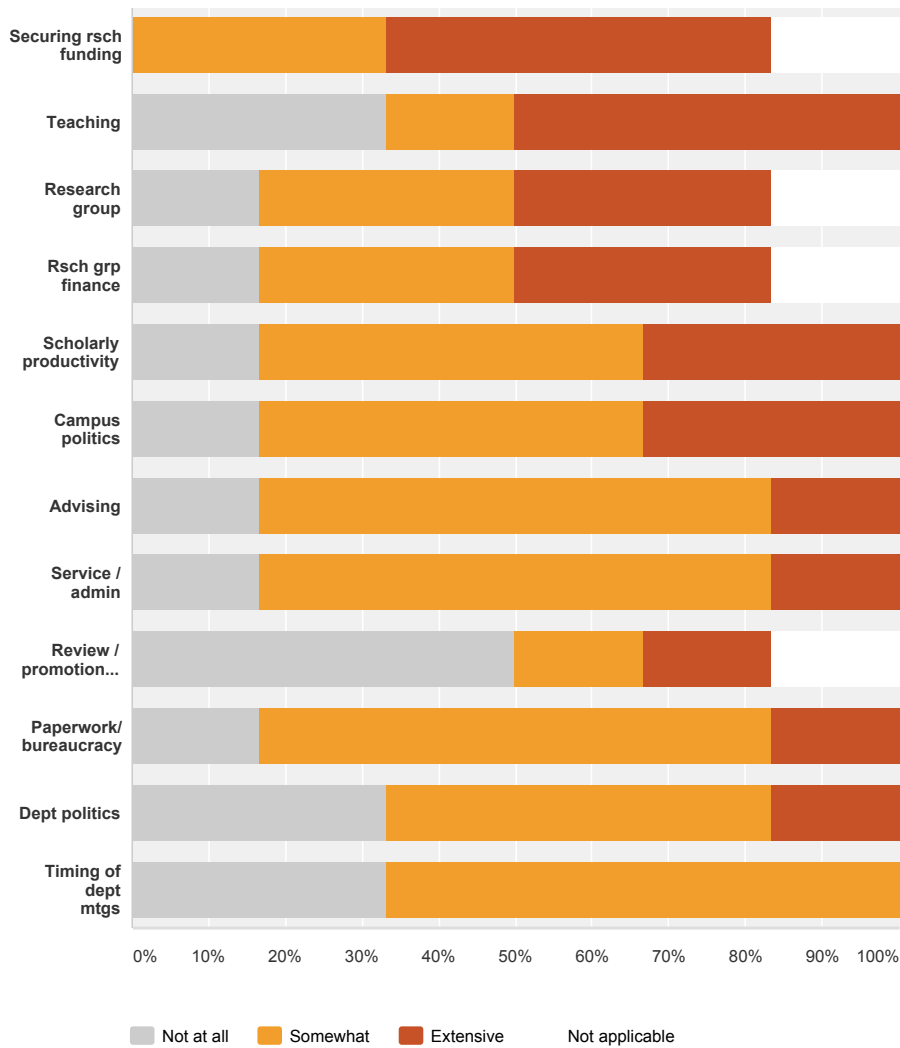
Answer Choices	Average Number	Total Number	Responses
Course prep / class time	16	93	6
Scholarship / research	12	70	6
Email	8	47	6
Meeting students	8	46	6
Service / admin	6	38	6
Writing grants	5	31	6
Grading	5	27	6
Course-coordinating	3	15	6
Consulting	0	1	6

Total Respondents: 6

## 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: 6 Skipped: 0

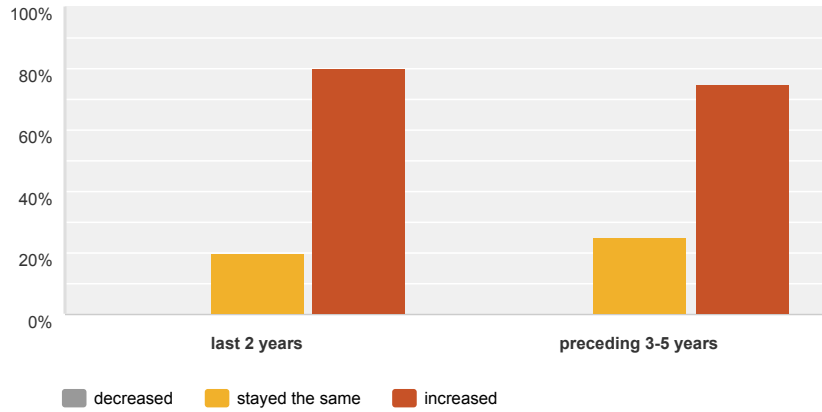


	Not at all	Somewhat	Extensive	Not applicable	Total
Securing rsch funding	0.00% 0	33.33% 2	50.00% 3	16.67% 1	6
Teaching	33.33% 2	16.67% 1	50.00% 3	0.00% 0	6
Research group	16.67% 1	33.33% 2	33.33% 2	16.67% 1	6
Rsch grp finance	16.67% 1	33.33% 2	33.33% 2	16.67% 1	6
Scholarly productivity	16.67% 1	50.00% 3	33.33% 2	0.00% 0	6
Campus politics	16.67% 1	50.00% 3	33.33% 2	0.00% 0	6
Advising	16.67% 1	66.67% 4	16.67% 1	0.00% 0	6
Service / admin	16.67% 1	66.67% 4	16.67% 1	0.00% 0	6
Review / promotion process	50.00% 3	16.67% 1	16.67% 1	16.67% 1	6
Paperwork/ bureaucracy	16.67% 1	66.67% 4	16.67% 1	0.00% 0	6
Dept politics	33.33% 2	50.00% 3	16.67% 1	0.00% 0	6
Timing of dept mtgs	33.33% 2	66.67% 4	0.00% 0	0.00% 0	6

Q11

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

Answered: 5 Skipped: 1

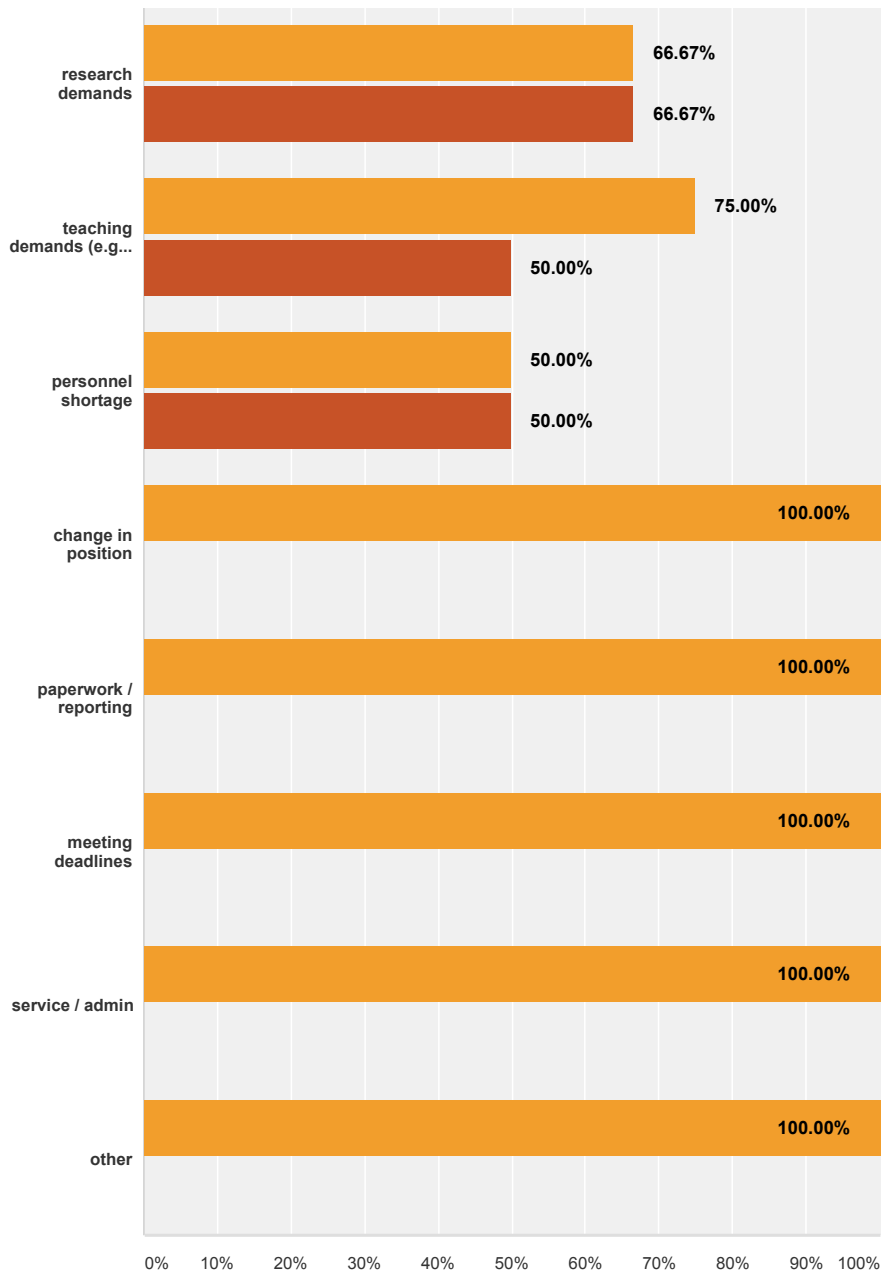


	decreased	stayed the same	increased	Total
last 2 years	0.00% 0	20.00% 1	80.00% 4	5
preceding 3-5 years	0.00% 0	25.00% 1	75.00% 3	4

Q12

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

Answered: 4 Skipped: 2



■ 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
research demands	66.67% 2	66.67% 2	3
teaching demands (e.g. increased student numbers)	75.00% 3	50.00% 2	4
personnel shortage	50.00% 2	50.00% 2	4
change in position	100.00% 2	0.00% 0	2
paperwork / reporting	100.00% 2	0.00% 0	2
meeting deadlines	100.00% 2	0.00% 0	2
service / admin	100.00% 2	0.00% 0	2

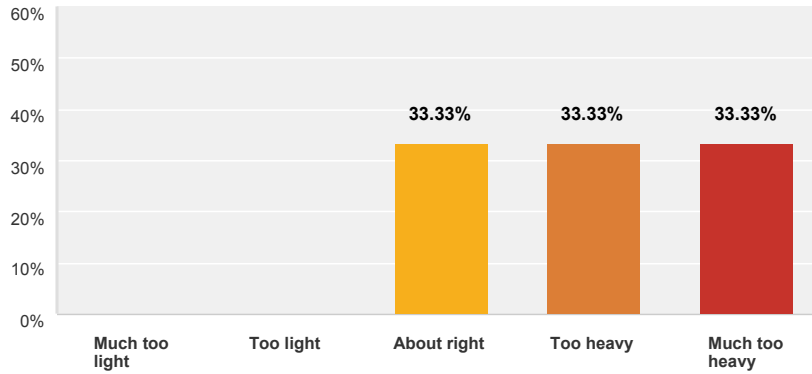


other	100.00% 1	0.00% 0	1
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Q13

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

Answered: 6 Skipped: 0



Answer Choices	Responses
Much too light	0.00% 0
Too light	0.00% 0
About right	33.33% 2
Too heavy	33.33% 2
Much too heavy	33.33% 2
Total	6

Q14

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

Answered: 3 Skipped: 3

Q15

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

Answered: 6 Skipped: 0

	Very dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Very satisfied	Not applicable	Total
Salary	16.67% 1	16.67% 1	33.33% 2	33.33% 2	0.00% 0	0.00% 0	6
Length of contract	16.67% 1	0.00% 0	0.00% 0	33.33% 2	0.00% 0	50.00% 3	6
Start-up funds	0.00% 0	0.00% 0	0.00% 0	50.00% 3	0.00% 0	50.00% 3	6
Benefits	0.00% 0	0.00% 0	50.00% 3	0.00% 0	50.00% 3	0.00% 0	6

Q16

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

Answered: 6 Skipped: 0

	Very dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Very satisfied	Not applicable	Total
Support for submitting grants	33.33% 2	16.67% 1	16.67% 1	0.00% 0	16.67% 1	16.67% 1	6
Number or breadth of faculty within department/unit to deliver curriculum	33.33% 2	50.00% 3	16.67% 1	0.00% 0	0.00% 0	0.00% 0	6
Availability of nearby parking	16.67% 1	16.67% 1	0.00% 0	0.00% 0	50.00% 3	16.67% 1	6
Lab or research space	16.67% 1	0.00% 0	33.33% 2	33.33% 2	0.00% 0	16.67% 1	6
Staff support	16.67% 1	0.00% 0	0.00% 0	66.67% 4	0.00% 0	16.67% 1	6
Office space	0.00% 0	0.00% 0	33.33% 2	16.67% 1	50.00% 3	0.00% 0	6
Classroom space	0.00% 0	33.33% 2	33.33% 2	0.00% 0	33.33% 2	0.00% 0	6
Library resources	0.00% 0	0.00% 0	33.33% 2	16.67% 1	50.00% 3	0.00% 0	6
Computer resources	0.00% 0	0.00% 0	33.33% 2	33.33% 2	33.33% 2	0.00% 0	6
Instructional/classroom technology	0.00% 0	16.67% 1	0.00% 0	50.00% 3	16.67% 1	16.67% 1	6
Number or breadth of faculty within department/unit to advance research	0.00% 0	66.67% 4	16.67% 1	16.67% 1	0.00% 0	0.00% 0	6

Q17

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

Answered: 6 Skipped: 0

	Very dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Very satisfied	Not applicable	Total
Time available for scholarly work	50.00% 3	16.67% 1	16.67% 1	16.67% 1	0.00% 0	0.00% 0	6
Access to teaching assistants	33.33% 2	0.00% 0	16.67% 1	0.00% 0	50.00% 3	0.00% 0	6
Intellectual stimulation of your work environment	33.33% 2	16.67% 1	0.00% 0	33.33% 2	16.67% 1	0.00% 0	6
Advising responsibilities	16.67% 1	0.00% 0	16.67% 1	33.33% 2	33.33% 2	0.00% 0	6
Teaching responsibilities	0.00% 0	33.33% 2	16.67% 1	50.00% 3	0.00% 0	0.00% 0	6
Quality of graduate students	0.00% 0	33.33% 2	16.67% 1	0.00% 0	50.00% 3	0.00% 0	6
Access to	0.00%	16.67%	0.00%	33.33%	33.33%	16.67%	

students for research projects	0	1	0	2	2	1	6
Committee and administrative responsibilities	0.00% 0	16.67% 1	33.33% 2	50.00% 3	0.00% 0	0.00% 0	6

Q18

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

Answered: 6 Skipped: 0

	Very important	Somewhat important	Neutral	Somewhat unimportant	Not very important	Not applicable	Total
Teaching undergraduate students	83.33% 5	16.67% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	6
Teaching graduate students	66.67% 4	33.33% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	6
Open environment for discussing differing ideas	66.67% 4	16.67% 1	16.67% 1	0.00% 0	0.00% 0	0.00% 0	6
Academic freedom	66.67% 4	33.33% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	6
Conducting research/scholarship	50.00% 3	33.33% 2	0.00% 0	16.67% 1	0.00% 0	0.00% 0	6
Diversity on campus	50.00% 3	16.67% 1	33.33% 2	0.00% 0	0.00% 0	0.00% 0	6
Faculty input in decision-making	50.00% 3	50.00% 3	0.00% 0	0.00% 0	0.00% 0	0.00% 0	6
Intellectual activities with colleagues	33.33% 2	50.00% 3	16.67% 1	0.00% 0	0.00% 0	0.00% 0	6
Engage in student life/ activities	16.67% 1	66.67% 4	16.67% 1	0.00% 0	0.00% 0	0.00% 0	6
Engage in service/ committee work	0.00% 0	66.67% 4	16.67% 1	16.67% 1	0.00% 0	0.00% 0	6
Social activities with colleagues	0.00% 0	50.00% 3	33.33% 2	0.00% 0	16.67% 1	0.00% 0	6

Q19

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

Answered: 3 Skipped: 3

Q20

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

Answered: 6 Skipped: 0

	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	Not applicable	Total
My department/unit is a good fit for me	16.67% 1	16.67% 1	0.00% 0	16.67% 1	50.00% 3	0.00% 0	6
The creation of colleges has made my professional life better	16.67% 1	0.00% 0	66.67% 4	16.67% 1	0.00% 0	0.00% 0	6

If I had to decide all over again to be a faculty member at CSM, I would again chose to be here	16.67% 1	16.67% 1	16.67% 1	16.67% 1	33.33% 2	0.00% 0	6
My colleagues value my research/scholarship	0.00% 0	16.67% 1	16.67% 1	66.67% 4	0.00% 0	0.00% 0	6
My colleagues value my contributions to teaching and advising	0.00% 0	16.67% 1	0.00% 0	66.67% 4	16.67% 1	0.00% 0	6
My colleagues value my service and administrative contributions	0.00% 0	0.00% 0	50.00% 3	50.00% 3	0.00% 0	0.00% 0	6
The quality of my scholarship is positively affected by my interactions with CSM colleagues	0.00% 0	16.67% 1	33.33% 2	33.33% 2	16.67% 1	0.00% 0	6
I feel I am given the opportunity to serve on important committees	0.00% 0	33.33% 2	33.33% 2	16.67% 1	16.67% 1	0.00% 0	6
I feel comfortable expressing my views openly	0.00% 0	33.33% 2	16.67% 1	33.33% 2	16.67% 1	0.00% 0	6
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	16.67% 1	33.33% 2	16.67% 1	33.33% 2	0.00% 0	6
I am able to make decisions about my areas of responsibility	0.00% 0	16.67% 1	16.67% 1	16.67% 1	50.00% 3	0.00% 0	6
I have to work harder than some of my colleagues to be perceived as a legitimate scholar	0.00% 0	33.33% 2	33.33% 2	33.33% 2	0.00% 0	0.00% 0	6

Q21

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

Answered: 6 Skipped: 0

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	Not applicable	Total
Decision-making is collaborative and transparent	33.33% 2	16.67% 1	0.00% 0	50.00% 3	0.00% 0	0.00% 0	6
Decision-making is fair	33.33% 2	0.00% 0	16.67% 1	50.00% 3	0.00% 0	0.00% 0	6
Decision-making is efficient	33.33% 2	16.67% 1	16.67% 1	33.33% 2	0.00% 0	0.00% 0	6
Decision-making reflects sound priorities and relevant data	33.33% 2	0.00% 0	33.33% 2	33.33% 2	0.00% 0	0.00% 0	6
I have a voice in decision-making	33.33% 2	0.00% 0	33.33% 2	33.33% 2	0.00% 0	0.00% 0	6
I feel	33.33%	0.00%	16.67%	50.00%	0.00%	0.00%	

comfortable, included, and valued	2	0	1	3	0	0	6
Diversity of opinion is respected and valued	33.33% 2	0.00% 0	33.33% 2	16.67% 1	16.67% 1	0.00% 0	6
Interdisciplinary research is valued and supported	16.67% 1	16.67% 1	0.00% 0	33.33% 2	33.33% 2	0.00% 0	6
Department/unit creates a collegial and supportive environment	16.67% 1	16.67% 1	33.33% 2	16.67% 1	16.67% 1	0.00% 0	6
Department/unit helps me obtain or manage the resources I need	16.67% 1	16.67% 1	16.67% 1	50.00% 3	0.00% 0	0.00% 0	6

Q22

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

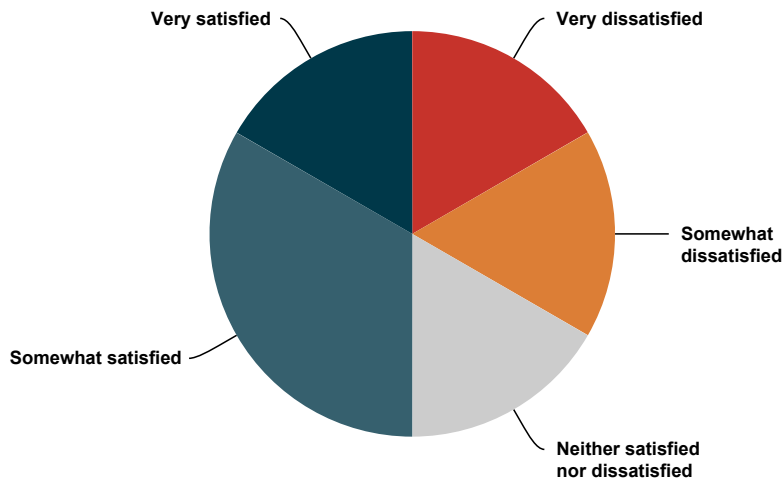
Answered: 6 Skipped: 0

	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	Not applicable	Total
Decision-making is collaborative and transparent	33.33% 2	33.33% 2	16.67% 1	16.67% 1	0.00% 0	0.00% 0	6
Decision-making is efficient	33.33% 2	33.33% 2	16.67% 1	16.67% 1	0.00% 0	0.00% 0	6
Interdisciplinary research is valued and supported	16.67% 1	0.00% 0	16.67% 1	16.67% 1	50.00% 3	0.00% 0	6
CSM helps me obtain or manage the resources I need	16.67% 1	16.67% 1	16.67% 1	50.00% 3	0.00% 0	0.00% 0	6
I have a voice in decision-making	16.67% 1	66.67% 4	0.00% 0	16.67% 1	0.00% 0	0.00% 0	6
I feel comfortable, included, and valued	16.67% 1	16.67% 1	16.67% 1	50.00% 3	0.00% 0	0.00% 0	6
Diversity of opinion is respected and valued	20.00% 1	0.00% 0	20.00% 1	40.00% 2	20.00% 1	0.00% 0	5
CSM creates a collegial and supportive environment	0.00% 0	16.67% 1	0.00% 0	66.67% 4	16.67% 1	0.00% 0	6
Decision-making is fair	0.00% 0	66.67% 4	16.67% 1	16.67% 1	0.00% 0	0.00% 0	6
Decision-making reflects sound priorities and relevant data	0.00% 0	66.67% 4	16.67% 1	16.67% 1	0.00% 0	0.00% 0	6

Q23

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

Answered: 6 Skipped: 0

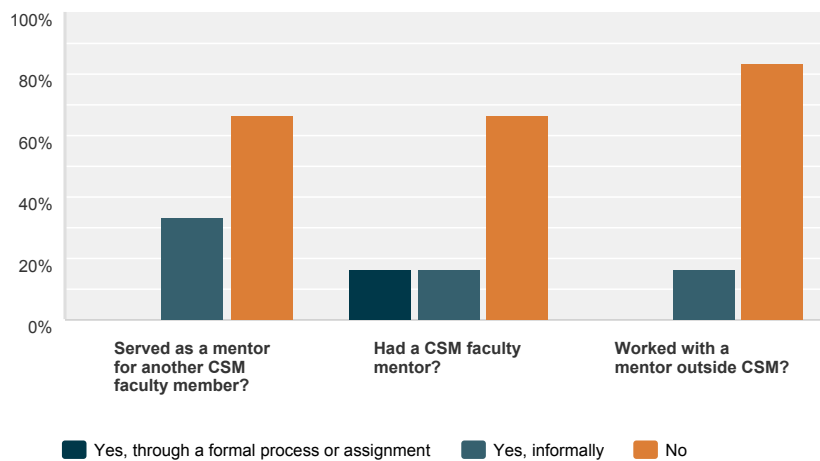


Answer Choices	Responses
Very dissatisfied	16.67% 1
Somewhat dissatisfied	16.67% 1
Neither satisfied nor dissatisfied	16.67% 1
Somewhat satisfied	33.33% 2
Very satisfied	16.67% 1
Total	6

Q24

## While at CSM, have you:

Answered: 6 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	33.33% 2	66.67% 4	6
Had a CSM faculty mentor?	16.67% 1	16.67% 1	66.67% 4	6

Worked with a mentor outside CSM?

0.00%  
0

16.67%  
1

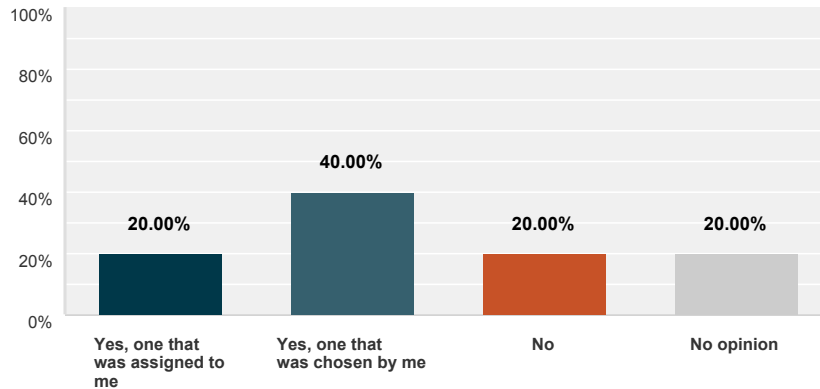
83.33%  
5

6

Q25

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

Answered: 5 Skipped: 1

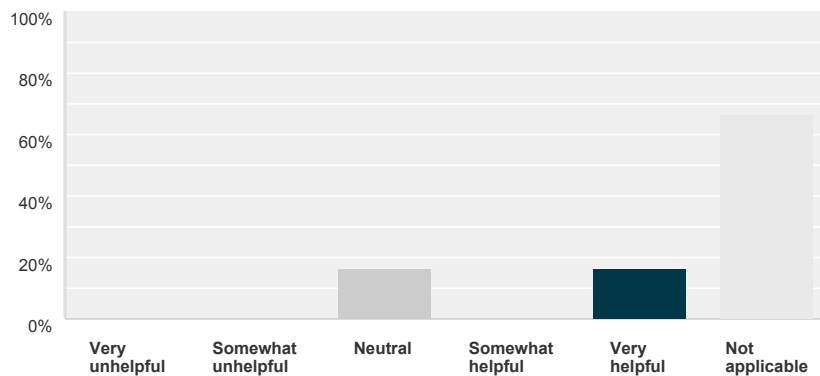


Answer Choices	Responses	
Yes, one that was assigned to me	20.00%	1
Yes, one that was chosen by me	40.00%	2
No	20.00%	1
No opinion	20.00%	1
Total		5

Q26

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

Answered: 6 Skipped: 0



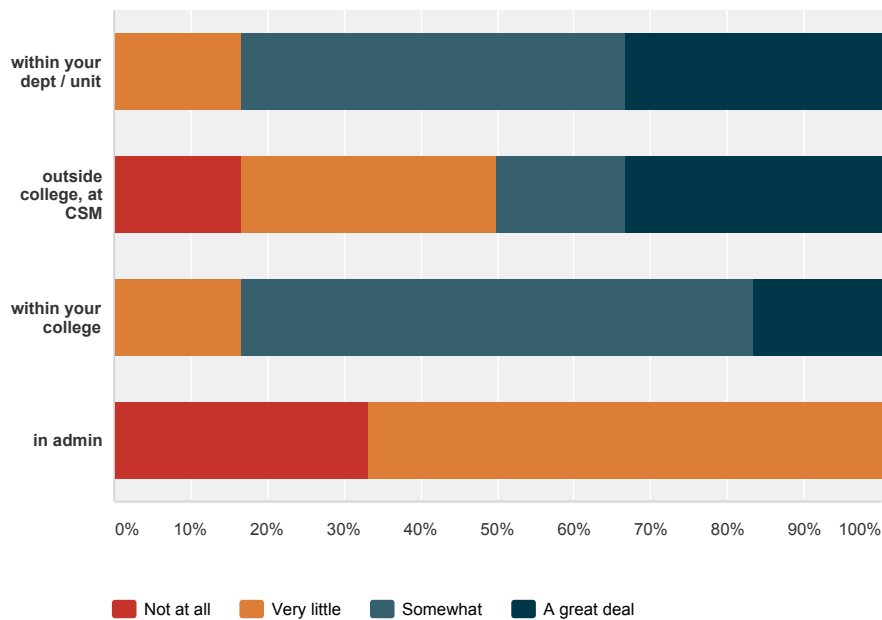
Answer Choices	Responses	
Very unhelpful	0.00%	0
Somewhat unhelpful	0.00%	0
Neutral	16.67%	1

Somewhat helpful	0.00%	0
Very helpful	16.67%	1
Not applicable	66.67%	4
Total		6

Q27

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

Answered: 6 Skipped: 0



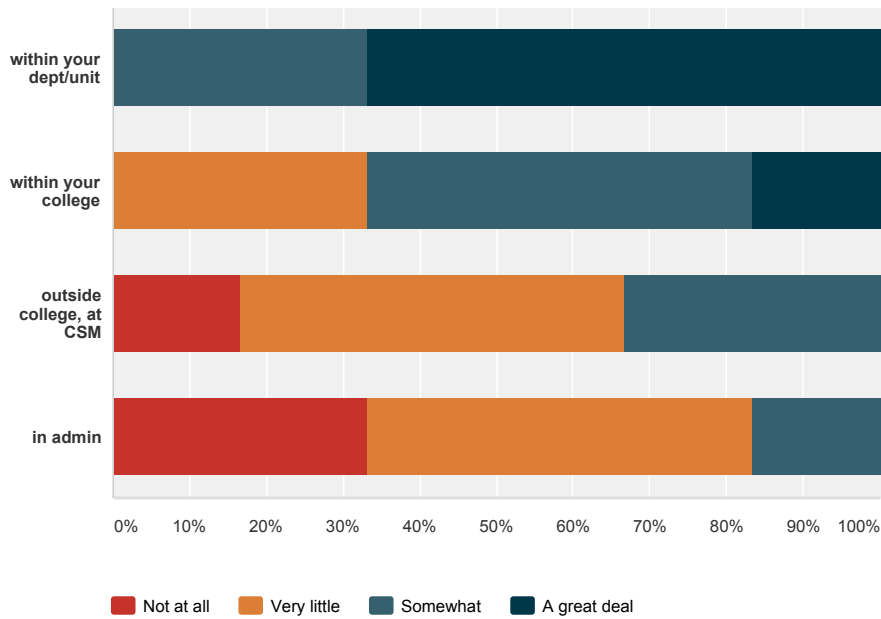
	Not at all	Very little	Somewhat	A great deal	Total
within your dept / unit	0.00% 0	16.67% 1	50.00% 3	33.33% 2	6
outside college, at CSM	16.67% 1	33.33% 2	16.67% 1	33.33% 2	6
within your college	0.00% 0	16.67% 1	66.67% 4	16.67% 1	6
in admin	33.33% 2	66.67% 4	0.00% 0	0.00% 0	6

Q28

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

Answered: 6 Skipped: 0



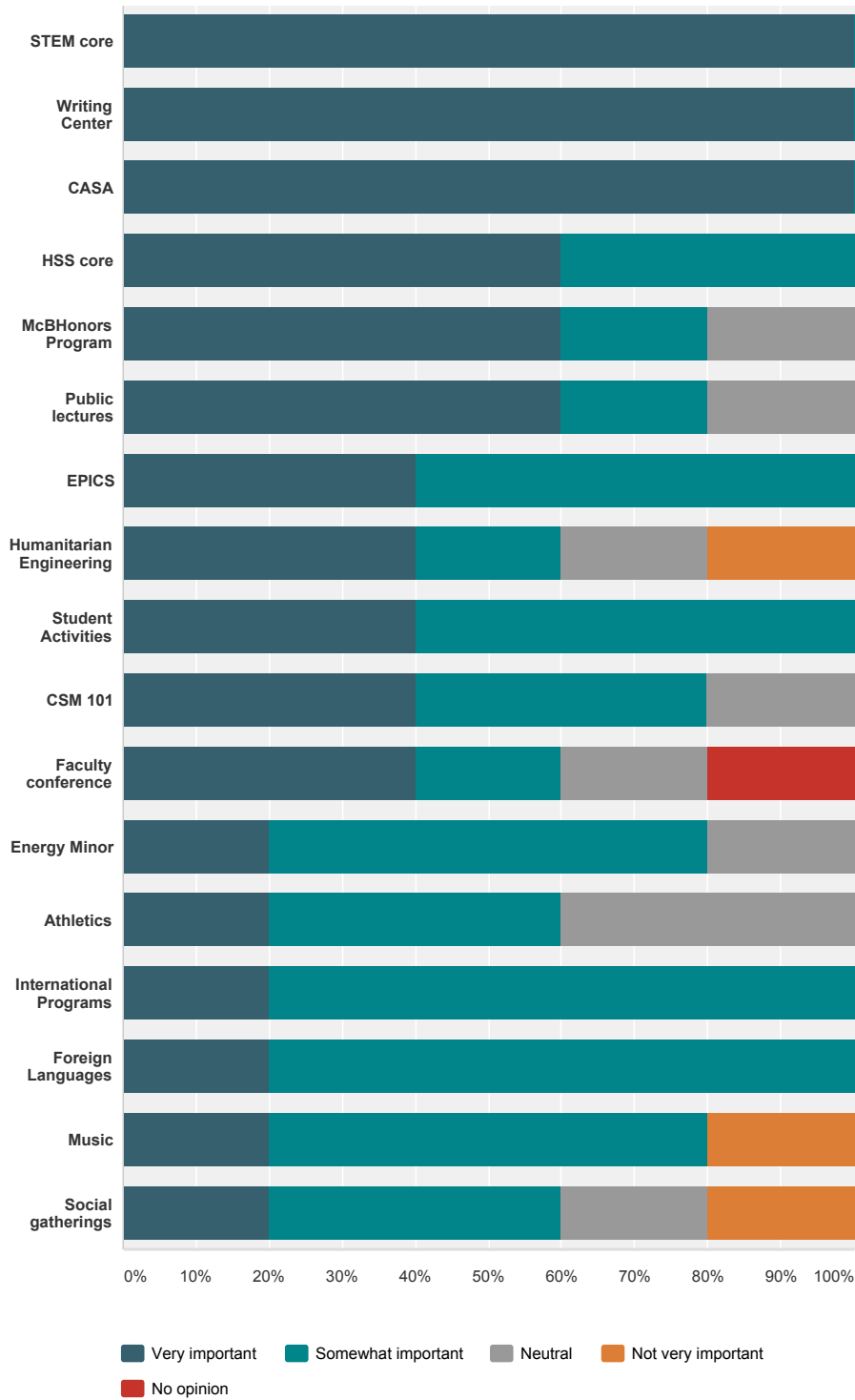


	Not at all	Very little	Somewhat	A great deal	Total
within your dept/unit	0.00% 0	0.00% 0	33.33% 2	66.67% 4	6
within your college	0.00% 0	33.33% 2	50.00% 3	16.67% 1	6
outside college, at CSM	16.67% 1	50.00% 3	33.33% 2	0.00% 0	6
in admin	33.33% 2	50.00% 3	16.67% 1	0.00% 0	6

Q29

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

Answered: 5 Skipped: 1



	Very important	Somewhat important	Neutral	Not very important	No opinion	Total
STEM core	100.00% 5	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5
Writing Center	100.00% 5	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5
CASA	100.00% 5	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5
HSS core	60.00% 3	40.00% 2	0.00% 0	0.00% 0	0.00% 0	5
McBHonors Program	60.00% 3	20.00% 1	20.00% 1	0.00% 0	0.00% 0	5
Public lectures	60.00% 3	20.00% 1	20.00% 1	0.00% 0	0.00% 0	5
EPICS	40.00%	60.00%	0.00%	0.00%	0.00%	

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

Q30

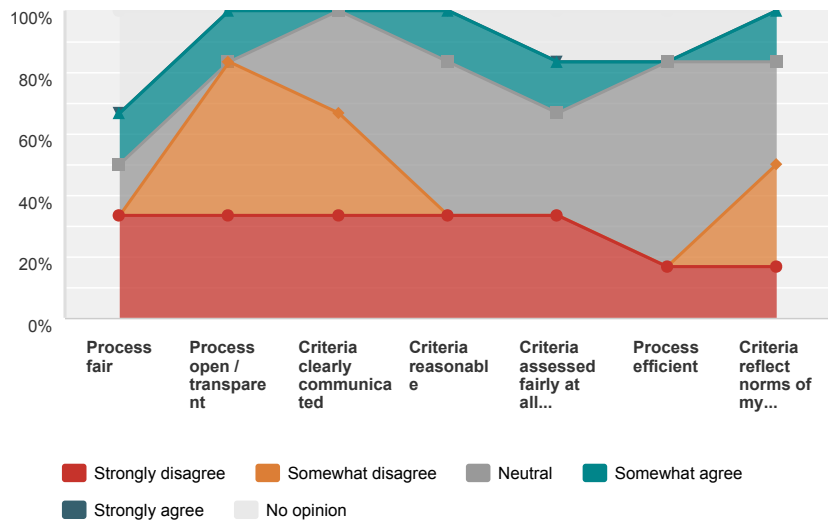
**Do you have any additional comments about mentorship and collaboration?  
(optional)**

Answered: 1 Skipped: 5

Q31

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

Answered: 6 Skipped: 0



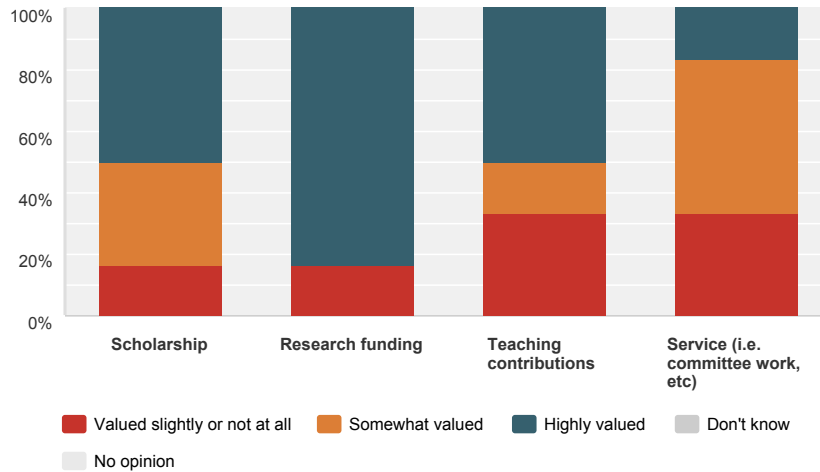
	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	No opinion	Total
Process fair	33.33% 2	0.00% 0	16.67% 1	16.67% 1	0.00% 0	33.33% 2	6

Process open / transparent	33.33% 2	50.00% 3	0.00% 0	16.67% 1	0.00% 0	0.00% 0	6
Criteria clearly communicated	33.33% 2	33.33% 2	33.33% 2	0.00% 0	0.00% 0	0.00% 0	6
Criteria reasonable	33.33% 2	0.00% 0	50.00% 3	16.67% 1	0.00% 0	0.00% 0	6
Criteria assessed fairly at all levels	33.33% 2	0.00% 0	33.33% 2	16.67% 1	0.00% 0	16.67% 1	6
Process efficient	16.67% 1	0.00% 0	66.67% 4	0.00% 0	0.00% 0	16.67% 1	6
Criteria reflect norms of my discipline	16.67% 1	33.33% 2	33.33% 2	16.67% 1	0.00% 0	0.00% 0	6

Q32

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

Answered: 6 Skipped: 0

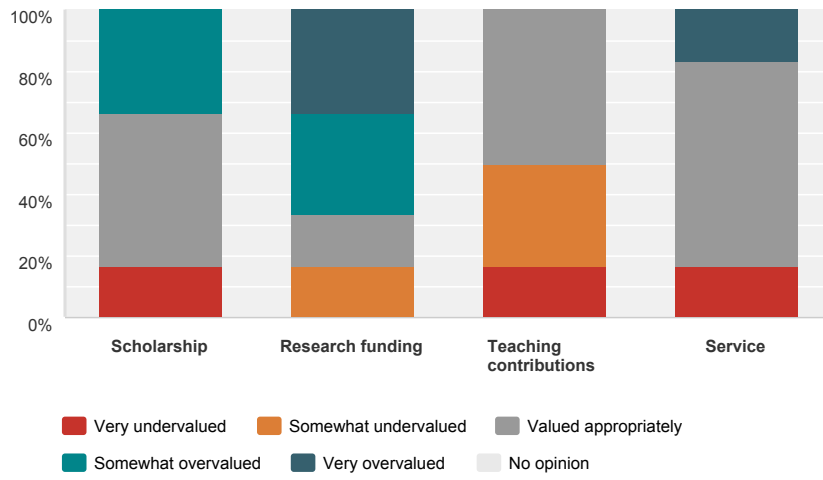


	Valued slightly or not at all	Somewhat valued	Highly valued	Don't know	No opinion	Total
Scholarship	16.67% 1	33.33% 2	50.00% 3	0.00% 0	0.00% 0	6
Research funding	16.67% 1	0.00% 0	83.33% 5	0.00% 0	0.00% 0	6
Teaching contributions	33.33% 2	16.67% 1	50.00% 3	0.00% 0	0.00% 0	6
Service (i.e. committee work, etc)	33.33% 2	50.00% 3	16.67% 1	0.00% 0	0.00% 0	6

Q33

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

Answered: 6 Skipped: 0



	Very undervalued	Somewhat undervalued	Valued appropriately	Somewhat overvalued	Very overvalued	No opinion	Total
Scholarship	16.67% 1	0.00% 0	50.00% 3	33.33% 2	0.00% 0	0.00% 0	6
Research funding	0.00% 0	16.67% 1	16.67% 1	33.33% 2	33.33% 2	0.00% 0	6
Teaching contributions	16.67% 1	33.33% 2	50.00% 3	0.00% 0	0.00% 0	0.00% 0	6
Service	16.67% 1	0.00% 0	66.67% 4	0.00% 0	16.67% 1	0.00% 0	6

Q34

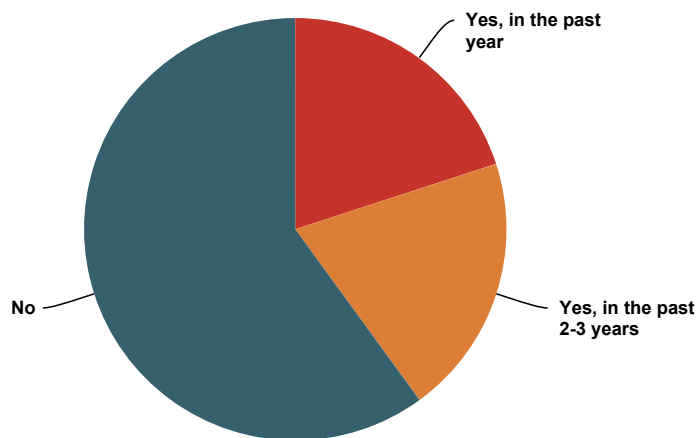
**Do you have any additional comments about promotion and/or tenure? (optional)**

Answered: 2 Skipped: 4

Q35

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

Answered: 5 Skipped: 1



Answer Choices

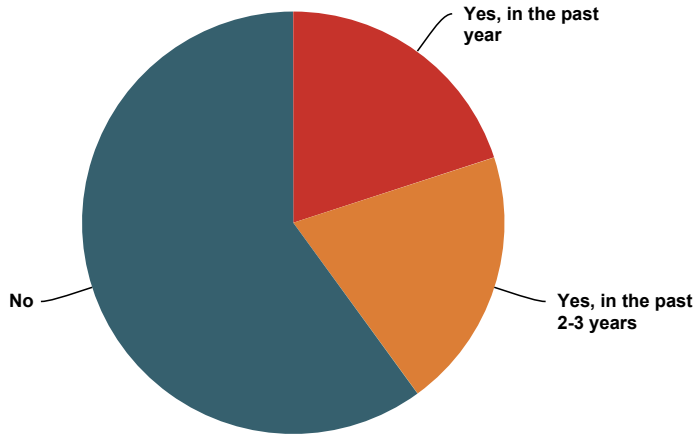
Responses

Yes, in the past year	20.00%	1
Yes, in the past 2-3 years	20.00%	1
Yes, in the past 3-5 years	0.00%	0
No	60.00%	3
Total		5

Q36

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

Answered: 5 Skipped: 1



Answer Choices	Responses	
Yes, in the past year	20.00%	1
Yes, in the past 2-3 years	20.00%	1
Yes, in the past 3-5 years	0.00%	0
No	60.00%	3
Total		5

Q37

### During the last five years, did you receive an outside job offer that you shared with CSM leadership and that resulted in adjustments to any of the following? (check all that apply)

Answered: 5 Skipped: 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

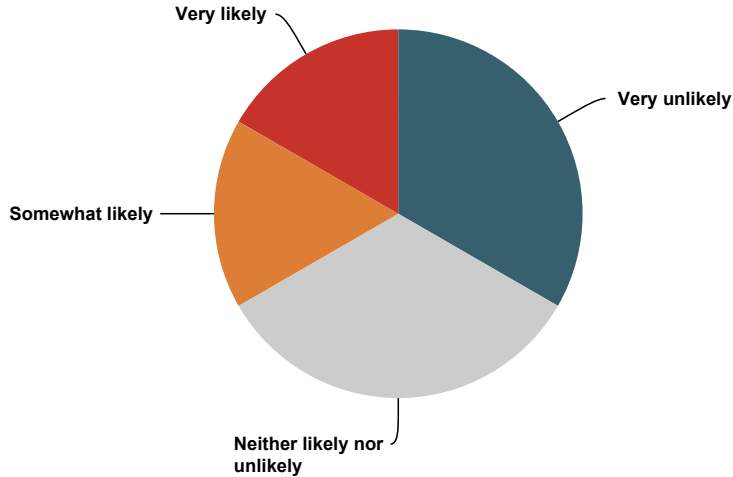
Equipment/laboratory/research start-up	0.00%	0
Employment for spouse/partner	0.00%	0
Received offer, but did not take to CSM leadership	40.00%	2
Not applicable	60.00%	3

Total Respondents: 5

Q38

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

Answered: 6 Skipped: 0



Answer Choices	Responses
Very unlikely	33.33% 2
Somewhat unlikely	0.00% 0
Neither likely nor unlikely	33.33% 2
Somewhat likely	16.67% 1
Very likely	16.67% 1
Total	6

Q39

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

Answered: 6 Skipped: 0

	Not at all	To some extent	To a great extent	Not applicable	Total
To enhance your career in other ways	16.67% 1	16.67% 1	66.67% 4	0.00% 0	6
To find a more supportive work environment	33.33% 2	33.33% 2	33.33% 2	0.00% 0	6
To find a more satisfying intellectual environment	33.33% 2	33.33% 2	33.33% 2	0.00% 0	6
To increase your time to do	66.67% 4	0.00% 0	33.33% 2	0.00% 0	6

research					
To reduce stress	33.33% 2	33.33% 2	33.33% 2	0.00% 0	6
Retirement	50.00% 3	0.00% 0	33.33% 2	16.67% 1	6
To live elsewhere	66.67% 4	0.00% 0	33.33% 2	0.00% 0	6
Great opportunities in my field	33.33% 2	33.33% 2	33.33% 2	0.00% 0	6
To improve your prospects for tenure	66.67% 4	0.00% 0	16.67% 1	16.67% 1	6
To pursue a nonacademic job	66.67% 4	16.67% 1	16.67% 1	0.00% 0	6
To reduce workload	50.00% 3	33.33% 2	16.67% 1	0.00% 0	6
To increase your salary	50.00% 3	50.00% 3	0.00% 0	0.00% 0	6
To address child-related issues	50.00% 3	16.67% 1	0.00% 0	33.33% 2	6
To improve the employment situation of your spouse/partner	66.67% 4	16.67% 1	0.00% 0	16.67% 1	6
To lower your cost of living	100.00% 6	0.00% 0	0.00% 0	0.00% 0	6
Benefits	100.00% 6	0.00% 0	0.00% 0	0.00% 0	6

Q40

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

Answered: 6 Skipped: 0

	Not at all	To some extent	To a great extent	Not applicable	Total
Supportive work environment	50.00% 3	16.67% 1	33.33% 2	0.00% 0	6
Open intellectual environment	16.67% 1	50.00% 3	33.33% 2	0.00% 0	6
Retirement	16.67% 1	33.33% 2	33.33% 2	16.67% 1	6
Tenure or prospects for tenure	66.67% 4	0.00% 0	16.67% 1	16.67% 1	6
Time to do research	66.67% 4	16.67% 1	16.67% 1	0.00% 0	6
Stress level	66.67% 4	16.67% 1	16.67% 1	0.00% 0	6
Workload	66.67% 4	16.67% 1	16.67% 1	0.00% 0	6
Employment situation of your spouse/partner	33.33% 2	33.33% 2	16.67% 1	16.67% 1	6
Benefits	16.67% 1	66.67% 4	16.67% 1	0.00% 0	6
Living in the area	33.33% 2	50.00% 3	16.67% 1	0.00% 0	6
Salary	50.00% 3	50.00% 3	0.00% 0	0.00% 0	6
Other career benefits	50.00% 3	50.00% 3	0.00% 0	0.00% 0	6
Child-related issues	33.33% 2	16.67% 1	0.00% 0	50.00% 3	6



Cost of living	50.00% 3	16.67% 1	0.00% 0	33.33% 2	6
Lack of opportunities in my field	83.33% 5	0.00% 0	0.00% 0	16.67% 1	6

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: 6 Skipped: 0

	Not at all	Somewhat	Extensive	Not applicable	Total
Managing household responsibilities	33.33% 2	50.00% 3	16.67% 1	0.00% 0	6
Time to spend with family	16.67% 1	66.67% 4	16.67% 1	0.00% 0	6
Childcare	50.00% 3	16.67% 1	0.00% 0	33.33% 2	6
Care of someone who is ill, disabled, aging, and/or in need of special services	66.67% 4	16.67% 1	0.00% 0	16.67% 1	6
Your health	100.00% 6	0.00% 0	0.00% 0	0.00% 0	6
Cost of living	100.00% 6	0.00% 0	0.00% 0	0.00% 0	6
Commuting to and from work	100.00% 6	0.00% 0	0.00% 0	0.00% 0	6
Being part of a dual-career couple	50.00% 3	50.00% 3	0.00% 0	0.00% 0	6

Q42

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

Answered: 5 Skipped: 1

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

Total Respondents: 5

Q43

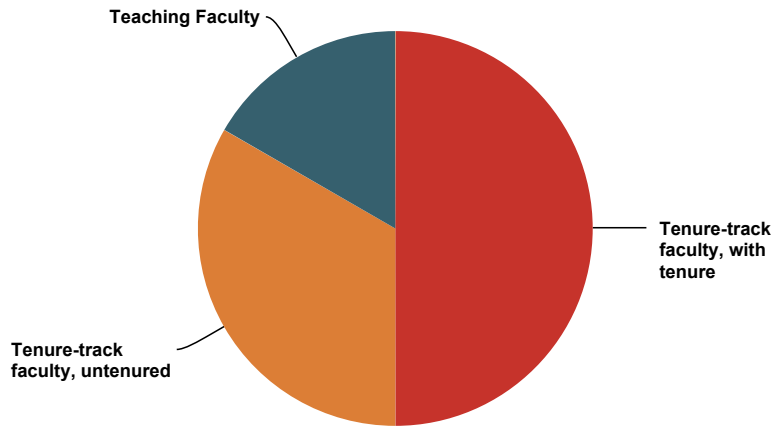
Do you have any additional comments about hiring and retention? (optional)

Answered: 1 Skipped: 5

Q44

### What is your current position?

Answered: 6 Skipped: 0



Answer Choices	Responses	
Tenure-track faculty, with tenure	50.00%	3
Tenure-track faculty, untenured	33.33%	2
Teaching Faculty	16.67%	1
Research Faculty	0.00%	0
Library Faculty	0.00%	0
Other	0.00%	0
I prefer not to say	0.00%	0
Total		6

Q45

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

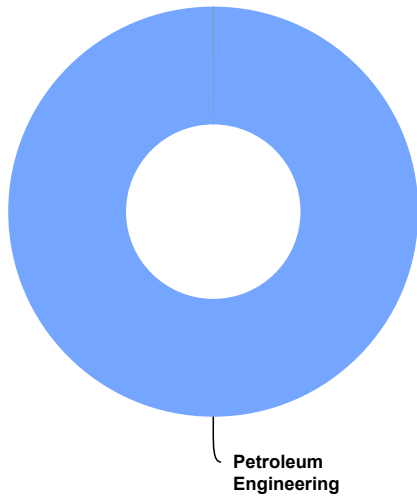
Answered: 6 Skipped: 0

Answer Choices	Responses	
1-3 years	50.00%	3
4-9 years	16.67%	1
10+ years	33.33%	2
I prefer not to say	0.00%	0
Total		6

Q46

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

Answered: 6 Skipped: 0



Answer Choices	Responses
Chemical and Biological Engineering	0.00% 0
Chemistry and Geochemistry	0.00% 0
Metallurgical and Materials Engineering	0.00% 0
Physics	0.00% 0
Applied Math and Statistics	0.00% 0
Civil and Environmental Engineering	0.00% 0
Electrical Engineering and Computer Science	0.00% 0
Mechanical Engineering	0.00% 0
Economics and Business	0.00% 0
Geology and Geological Engineering	0.00% 0
Geophysics	0.00% 0
Liberal Arts and International Studies	0.00% 0
Library	0.00% 0
Military Science/ROTC	0.00% 0
Mining Engineering	0.00% 0
Petroleum Engineering	100.00% 6
Physical Education and Athletics	0.00% 0
I prefer not to say	0.00% 0
Total	6

Q47

### Gender

Answered: 6 Skipped: 0

Answer Choices	Responses
Male	66.67% 4
Female	16.67% 1
I prefer not to say	16.67% 1
Total	6

Q48

## Race/ethnicity

Answered: 6 Skipped: 0

Answer Choices	Responses	
Black	0.00%	0
American Indian/Alaska Native	0.00%	0
Asian/Pacific Islander	0.00%	0
Hispanic	16.67%	1
White	50.00%	3
I prefer not to say	33.33%	2
Total		6

Q49

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

Answered: 1 Skipped: 5

Q50

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

Answered: 2 Skipped: 4