

CSM Faculty Climate Survey - Physics

These are the summary results for Physics only.

All Pages

15 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: 14 Skipped: 1

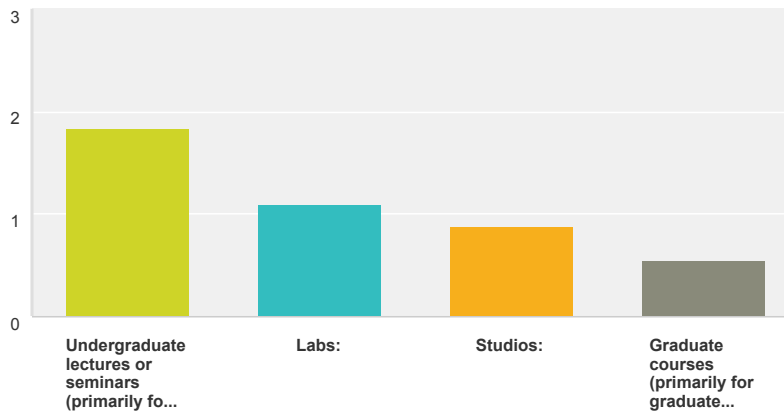
Answer Choices	Average Number	Total Number	Responses
Total number of sections/courses taught:	3	48	14
Total distinct preps (# sections):	3	37	14
Total credit hours delivered:	9	111	13
Total credit hours bought-out for research:	2	30	13
Total students in all sections:	190	2,655	14

Total Respondents: 14

Q2

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

Answered: 14 Skipped: 1



Answer Choices	Average Number	Total Number	Responses
Undergraduate lectures or seminars (primarily for undergraduates):	2	24	13
Labs:	1	12	11
Studios:	1	8	9
Graduate courses (primarily for graduate students):	1	5	9

Total Respondents: 14

Q3

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

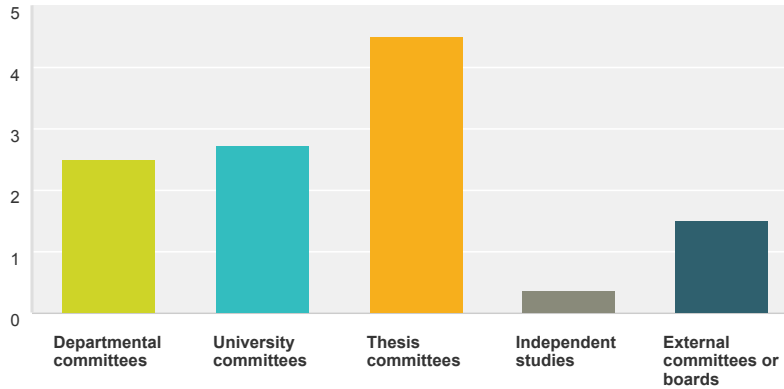
Answered: 14 Skipped: 1

Answer Choices	Responses	
Yes, research related (e.g. charge-outs)	42.86%	6
Yes, service or administration related (e.g. program director, dept head., etc.)	21.43%	3
Yes, for other reasons	0.00%	0
No	42.86%	6
Total Respondents: 14		

Q4

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

Answered: 14 Skipped: 1



Answer Choices	Average Number	Total Number	Responses
Departmental committees	3	35	14
University committees	3	30	11
Thesis committees	5	63	14
Independent studies	0	4	11
External committees or boards	2	18	12
Total Respondents: 14			

Q5

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

Answered: 13 Skipped: 2

	Never	Yes, during 2013 FDR	Yes, prior service	Total Respondents
Chair of a departmental or	46.15% 6	46.15% 6	53.85% 7	13

university committee				
Director of center, program, or institute	75.00% 9	33.33% 4	25.00% 3	12
Course coordinator	30.77% 4	23.08% 3	61.54% 8	13
Other administrative capacity (e.g. assistant dept head)	69.23% 9	23.08% 3	30.77% 4	13
Director or Head of department/division	92.31% 12	7.69% 1	7.69% 1	13

Q6

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

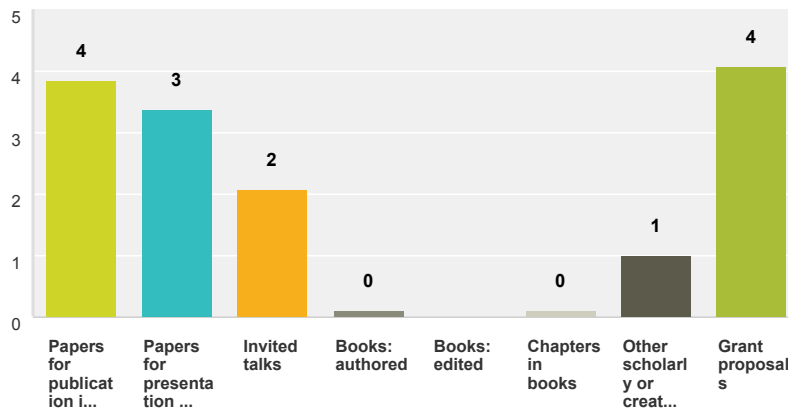
Answered: 10 Skipped: 5

	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	22.22% 2	33.33% 3	55.56% 5	9
Chair of a committee	0.00% 0	0.00% 0	100.00% 8	8
Course coordinator	22.22% 2	11.11% 1	66.67% 6	9
Other administrative capacity (e.g. assistant dept head)	14.29% 1	14.29% 1	85.71% 6	7

Q7

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

Answered: 13 Skipped: 2



Answer Choices	Average Number	Total Number	Responses
Papers for publication in peer-reviewed journals	4	50	13
Papers for presentation at conferences	3	44	13
Invited talks	2	27	13
Books: authored	0	1	11
Books: edited	0	0	10
Chapters in books	0	1	10
Other scholarly or creative works	1	10	10
Grant proposals	4	53	13

Total Respondents: 13

Q8

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

Answered: 13 Skipped: 2

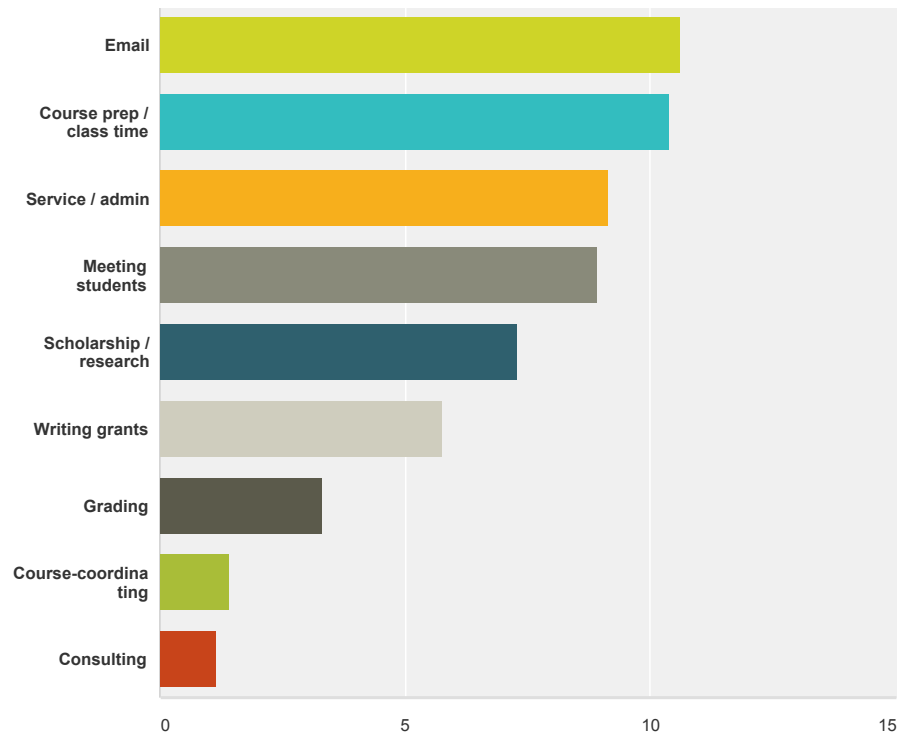
Answer Choices	Average Number	Total Number	Responses
# MS students/advisees	1	6	12
# PhD students/advisees	3	42	13

Total Respondents: 13

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: 13 Skipped: 2



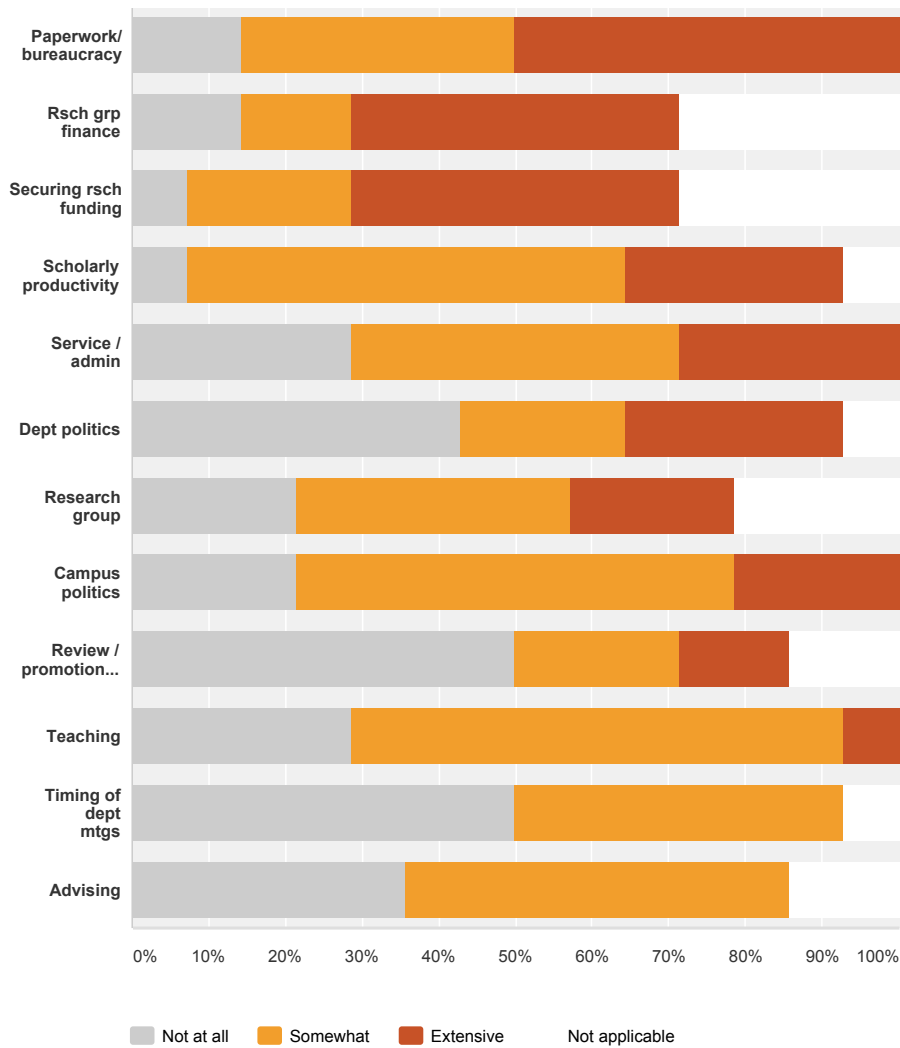
Answer Choices	Average Number	Total Number	Responses
Email	11	138	13
Course prep / class time	10	135	13
Service / admin	9	119	13
Meeting students	9	116	13
Scholarship / research	7	95	13
Writing grants	6	75	13
Grading	3	43	13
Course-coordinating	1	17	12
Consulting	1	15	13

Total Respondents: 13

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: 14 Skipped: 1

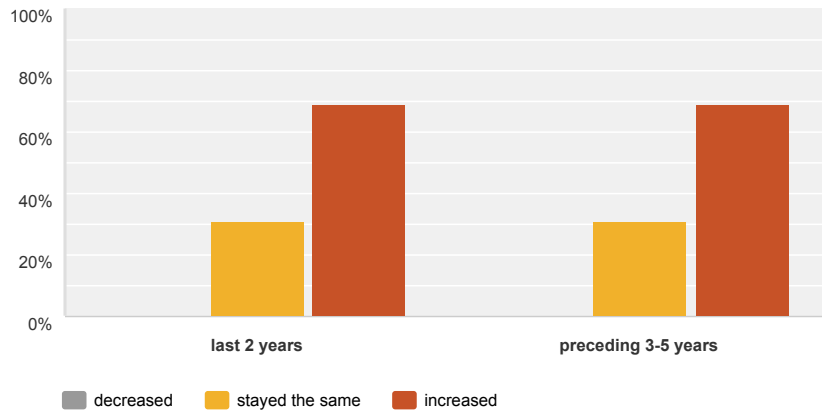


	Not at all	Somewhat	Extensive	Not applicable	Total
Paperwork/ bureaucracy	14.29% 2	35.71% 5	50.00% 7	0.00% 0	14
Rsch grp finance	14.29% 2	14.29% 2	42.86% 6	28.57% 4	14
Securing rsch funding	7.14% 1	21.43% 3	42.86% 6	28.57% 4	14
Scholarly productivity	7.14% 1	57.14% 8	28.57% 4	7.14% 1	14
Service / admin	28.57% 4	42.86% 6	28.57% 4	0.00% 0	14
Dept politics	42.86% 6	21.43% 3	28.57% 4	7.14% 1	14
Research group	21.43% 3	35.71% 5	21.43% 3	21.43% 3	14
Campus politics	21.43% 3	57.14% 8	21.43% 3	0.00% 0	14
Review / promotion process	50.00% 7	21.43% 3	14.29% 2	14.29% 2	14
Teaching	28.57% 4	64.29% 9	7.14% 1	0.00% 0	14
Timing of dept mtgs	50.00% 7	42.86% 6	0.00% 0	7.14% 1	14
Advising	35.71% 5	50.00% 7	0.00% 0	14.29% 2	14

Q11

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

Answered: 13 Skipped: 2

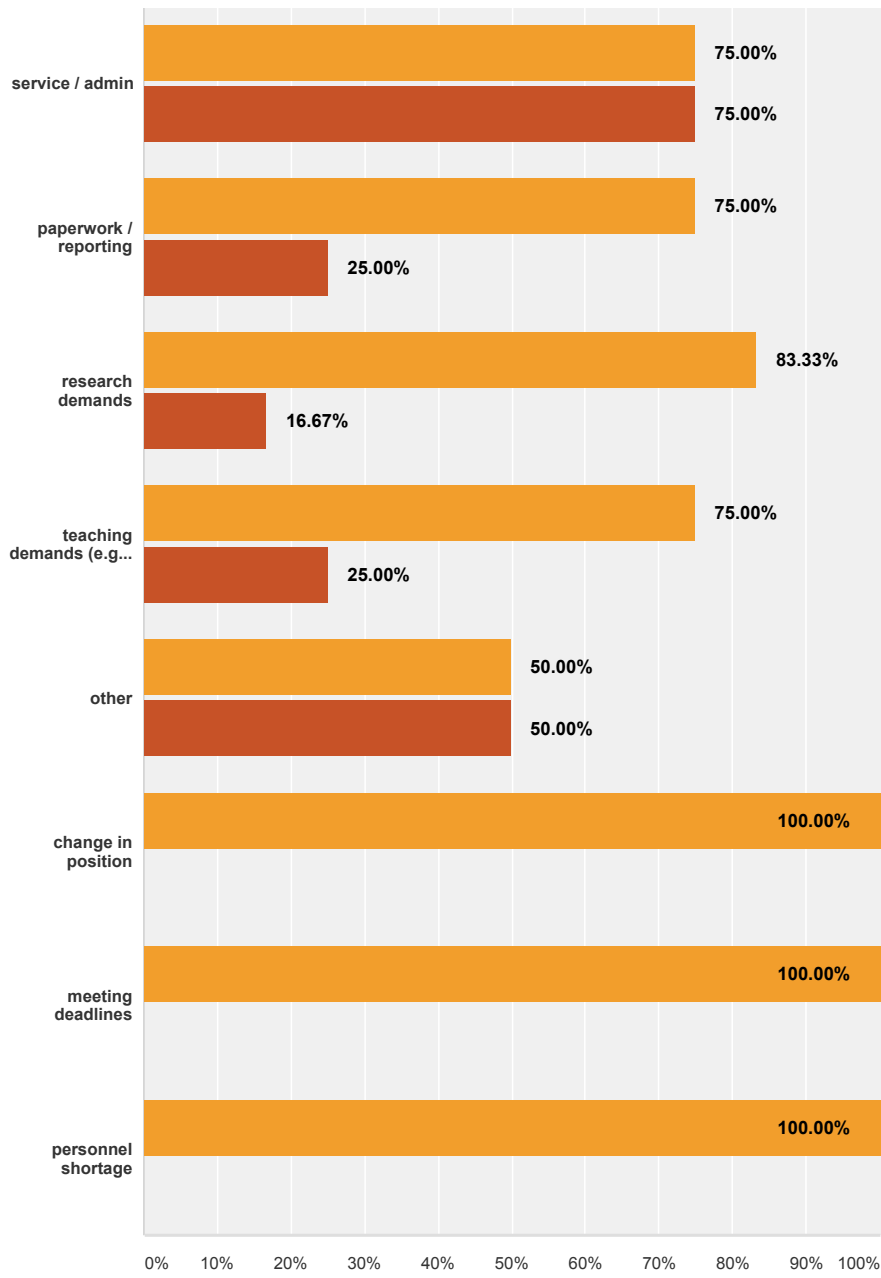


	decreased	stayed the same	increased	Total
last 2 years	0.00% 0	30.77% 4	69.23% 9	13
preceding 3-5 years	0.00% 0	30.77% 4	69.23% 9	13

Q12

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

Answered: 11 Skipped: 4



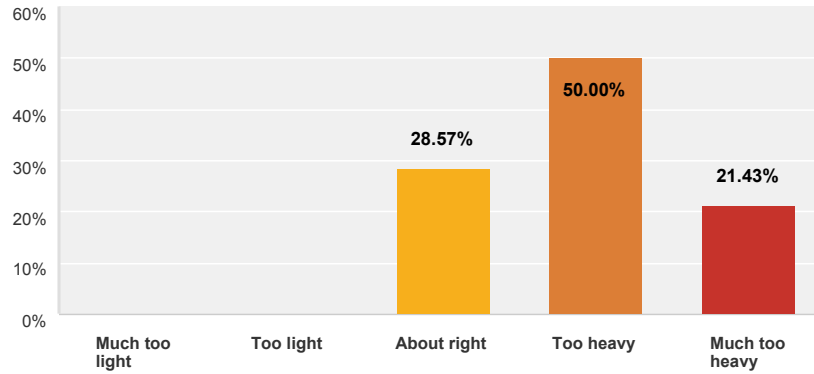
■ contributed to increase (check all that apply)
 ■ single most significant factor (check one)

	contributed to increase (check all that apply)	single most significant factor (check one)	Total Respondents
service / admin	75.00% 6	75.00% 6	8
paperwork / reporting	75.00% 6	25.00% 2	8
research demands	83.33% 5	16.67% 1	6
teaching demands (e.g. increased student numbers)	75.00% 3	25.00% 1	4
other	50.00% 1	50.00% 1	2
change in position	100.00% 2	0.00% 0	2
meeting deadlines	100.00% 5	0.00% 0	5

Q13

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

Answered: 14 Skipped: 1



Answer Choices	Responses
Much too light	0.00% 0
Too light	0.00% 0
About right	28.57% 4
Too heavy	50.00% 7
Much too heavy	21.43% 3
Total	14

Q14

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

Answered: 4 Skipped: 11

Q15

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

Answered: 15 Skipped: 0

	Very dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Very satisfied	Not applicable	Total
Length of contract	20.00% 3	13.33% 2	13.33% 2	6.67% 1	26.67% 4	20.00% 3	15
Salary	13.33% 2	13.33% 2	33.33% 5	40.00% 6	0.00% 0	0.00% 0	15
Start-up funds	14.29% 2	7.14% 1	21.43% 3	7.14% 1	14.29% 2	35.71% 5	14
Benefits	6.67%	0.00%	13.33%	26.67%	53.33%	0.00%	

Q16

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

Answered: 15 Skipped: 0

	Very dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Very satisfied	Not applicable	Total
Lab or research space	26.67% 4	13.33% 2	6.67% 1	6.67% 1	6.67% 1	40.00% 6	15
Office space	20.00% 3	20.00% 3	6.67% 1	33.33% 5	20.00% 3	0.00% 0	15
Classroom space	20.00% 3	13.33% 2	26.67% 4	26.67% 4	13.33% 2	0.00% 0	15
Computer resources	20.00% 3	20.00% 3	33.33% 5	13.33% 2	13.33% 2	0.00% 0	15
Support for submitting grants	20.00% 3	13.33% 2	20.00% 3	6.67% 1	13.33% 2	26.67% 4	15
Staff support	13.33% 2	33.33% 5	13.33% 2	20.00% 3	20.00% 3	0.00% 0	15
Availability of nearby parking	6.67% 1	20.00% 3	20.00% 3	20.00% 3	33.33% 5	0.00% 0	15
Library resources	6.67% 1	26.67% 4	40.00% 6	20.00% 3	6.67% 1	0.00% 0	15
Number or breadth of faculty within department/unit to deliver curriculum	6.67% 1	46.67% 7	13.33% 2	26.67% 4	0.00% 0	6.67% 1	15
Number or breadth of faculty within department/unit to advance research	6.67% 1	33.33% 5	26.67% 4	26.67% 4	0.00% 0	6.67% 1	15
Instructional/classroom technology	0.00% 0	6.67% 1	26.67% 4	40.00% 6	13.33% 2	13.33% 2	15

Q17

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

Answered: 15 Skipped: 0

	Very dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Very satisfied	Not applicable	Total
Quality of graduate students	20.00% 3	26.67% 4	13.33% 2	13.33% 2	0.00% 0	26.67% 4	15
Time available for scholarly work	13.33% 2	46.67% 7	6.67% 1	26.67% 4	0.00% 0	6.67% 1	15
Committee and administrative responsibilities	13.33% 2	20.00% 3	33.33% 5	26.67% 4	6.67% 1	0.00% 0	15
Intellectual stimulation of your work environment	6.67% 1	40.00% 6	6.67% 1	20.00% 3	26.67% 4	0.00% 0	15
Teaching responsibilities	0.00% 0	0.00% 0	20.00% 3	20.00% 3	60.00% 9	0.00% 0	15
Access to teaching	0.00% 0	0.00% 0	13.33% 2	20.00% 3	53.33% 8	13.33% 2	15

assistants							
Advising responsibilities	0.00% 0	0.00% 0	26.67% 4	40.00% 6	20.00% 3	13.33% 2	15
Access to students for research projects	0.00% 0	13.33% 2	26.67% 4	33.33% 5	0.00% 0	26.67% 4	15

Q18

How important are the following to you?:

Answered: 15 Skipped: 0

	Very important	Somewhat important	Neutral	Somewhat unimportant	Not very important	Not applicable	Total
Academic freedom	86.67% 13	13.33% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	15
Faculty input in decision-making	86.67% 13	6.67% 1	6.67% 1	0.00% 0	0.00% 0	0.00% 0	15
Open environment for discussing differing ideas	73.33% 11	13.33% 2	13.33% 2	0.00% 0	0.00% 0	0.00% 0	15
Conducting research/scholarship	66.67% 10	6.67% 1	20.00% 3	0.00% 0	0.00% 0	6.67% 1	15
Teaching undergraduate students	66.67% 10	13.33% 2	20.00% 3	0.00% 0	0.00% 0	0.00% 0	15
Teaching graduate students	60.00% 9	0.00% 0	13.33% 2	0.00% 0	13.33% 2	13.33% 2	15
Diversity on campus	60.00% 9	13.33% 2	13.33% 2	6.67% 1	6.67% 1	0.00% 0	15
Intellectual activities with colleagues	53.33% 8	40.00% 6	0.00% 0	0.00% 0	6.67% 1	0.00% 0	15
Engage in service/committee work	13.33% 2	33.33% 5	33.33% 5	6.67% 1	13.33% 2	0.00% 0	15
Engage in student life/ activities	6.67% 1	33.33% 5	26.67% 4	6.67% 1	26.67% 4	0.00% 0	15
Social activities with colleagues	0.00% 0	33.33% 5	40.00% 6	13.33% 2	13.33% 2	0.00% 0	15

Q19

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

Answered: 5 Skipped: 10

Q20

Please indicate your agreement or disagreement with the following statements:

Answered: 15 Skipped: 0

	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	Not applicable	Total
The creation of colleges has made my professional life better	50.00% 7	14.29% 2	28.57% 4	0.00% 0	7.14% 1	0.00% 0	14
I feel comfortable	6.67%	33.33%	13.33%	20.00%	26.67%	0.00%	

expressing my views openly	1	5	2	3	4	0	15
I have to work harder than some of my colleagues to be perceived as a legitimate scholar	7.14% 1	14.29% 2	21.43% 3	50.00% 7	0.00% 0	7.14% 1	14
If I had to decide all over again to be a faculty member at CSM, I would again chose to be here	6.67% 1	13.33% 2	0.00% 0	40.00% 6	40.00% 6	0.00% 0	15
My colleagues value my research/scholarship	0.00% 0	7.14% 1	21.43% 3	35.71% 5	28.57% 4	7.14% 1	14
My colleagues value my contributions to teaching and advising	0.00% 0	0.00% 0	13.33% 2	33.33% 5	46.67% 7	6.67% 1	15
My colleagues value my service and administrative contributions	0.00% 0	6.67% 1	33.33% 5	20.00% 3	33.33% 5	6.67% 1	15
The quality of my scholarship is positively affected by my interactions with CSM colleagues	0.00% 0	14.29% 2	21.43% 3	42.86% 6	14.29% 2	7.14% 1	14
I feel I am given the opportunity to serve on important committees	0.00% 0	0.00% 0	20.00% 3	20.00% 3	53.33% 8	6.67% 1	15
My department/unit is a good fit for me	0.00% 0	0.00% 0	13.33% 2	20.00% 3	66.67% 10	0.00% 0	15
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	6.67% 1	20.00% 3	26.67% 4	46.67% 7	0.00% 0	15
I am able to make decisions about my areas of responsibility	0.00% 0	6.67% 1	40.00% 6	53.33% 8	0.00% 0	0.00% 0	15

Q21

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

Answered: 15 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	20.00% 3	0.00% 0	6.67% 1	46.67% 7	20.00% 3	6.67% 1	15
Decision-making reflects sound priorities and relevant data	13.33% 2	0.00% 0	20.00% 3	40.00% 6	20.00% 3	6.67% 1	15
Diversity of opinion is respected and valued	13.33% 2	6.67% 1	6.67% 1	66.67% 10	6.67% 1	0.00% 0	15
Decision-making is collaborative and transparent	6.67% 1	6.67% 1	26.67% 4	46.67% 7	6.67% 1	6.67% 1	15

Decision-making is fair	6.67% 1	6.67% 1	6.67% 1	53.33% 8	20.00% 3	6.67% 1	15
Decision-making is efficient	6.67% 1	6.67% 1	26.67% 4	46.67% 7	6.67% 1	6.67% 1	15
I feel comfortable, included, and valued	6.67% 1	13.33% 2	0.00% 0	33.33% 5	46.67% 7	0.00% 0	15
Interdisciplinary research is valued and supported	0.00% 0	20.00% 3	6.67% 1	33.33% 5	33.33% 5	6.67% 1	15
Department/unit creates a collegial and supportive environment	0.00% 0	6.67% 1	20.00% 3	20.00% 3	53.33% 8	0.00% 0	15
I have a voice in decision-making	0.00% 0	13.33% 2	6.67% 1	40.00% 6	33.33% 5	6.67% 1	15

Q22

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

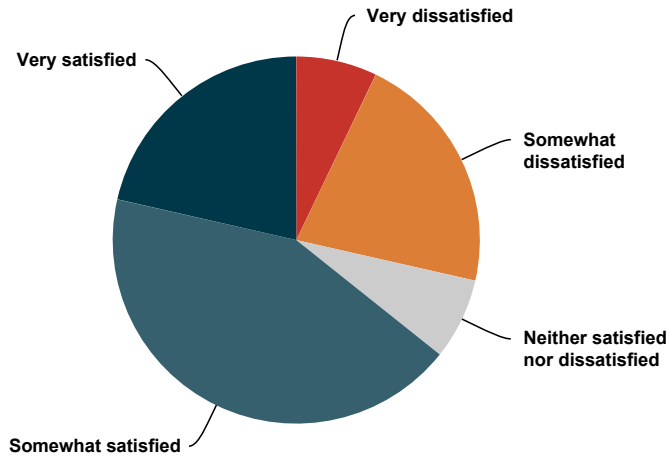
Answered: 15 Skipped: 0

	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	Not applicable	Total
Decision-making is collaborative and transparent	42.86% 6	35.71% 5	14.29% 2	0.00% 0	7.14% 1	0.00% 0	14
Decision-making is efficient	35.71% 5	21.43% 3	42.86% 6	0.00% 0	0.00% 0	0.00% 0	14
I have a voice in decision-making	35.71% 5	14.29% 2	28.57% 4	21.43% 3	0.00% 0	0.00% 0	14
Diversity of opinion is respected and valued	28.57% 4	14.29% 2	42.86% 6	14.29% 2	0.00% 0	0.00% 0	14
Decision-making is fair	20.00% 3	46.67% 7	26.67% 4	6.67% 1	0.00% 0	0.00% 0	15
Decision-making reflects sound priorities and relevant data	20.00% 3	40.00% 6	26.67% 4	13.33% 2	0.00% 0	0.00% 0	15
CSM helps me obtain or manage the resources I need	14.29% 2	28.57% 4	35.71% 5	7.14% 1	7.14% 1	7.14% 1	14
I feel comfortable, included, and valued	14.29% 2	21.43% 3	35.71% 5	28.57% 4	0.00% 0	0.00% 0	14
Interdisciplinary research is valued and supported	7.14% 1	7.14% 1	28.57% 4	35.71% 5	7.14% 1	14.29% 2	14
CSM creates a collegial and supportive environment	7.14% 1	7.14% 1	28.57% 4	42.86% 6	14.29% 2	0.00% 0	14

Q23

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

Answered: 14 Skipped: 1

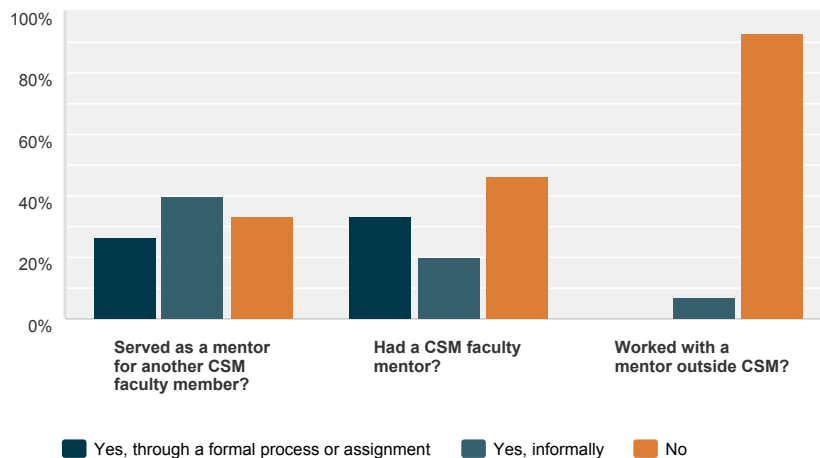


Answer Choices	Responses	
Very dissatisfied	7.14%	1
Somewhat dissatisfied	21.43%	3
Neither satisfied nor dissatisfied	7.14%	1
Somewhat satisfied	42.86%	6
Very satisfied	21.43%	3
Total		14

Q24

While at CSM, have you:

Answered: 15 Skipped: 0



	Yes, through a formal process or assignment	Yes, informally	No	Total
Served as a mentor for another CSM faculty member?	26.67% 4	40.00% 6	33.33% 5	15
Had a CSM faculty mentor?	33.33% 5	20.00% 3	46.67% 7	15

Worked with a mentor outside CSM?

0.00%
0

7.14%
1

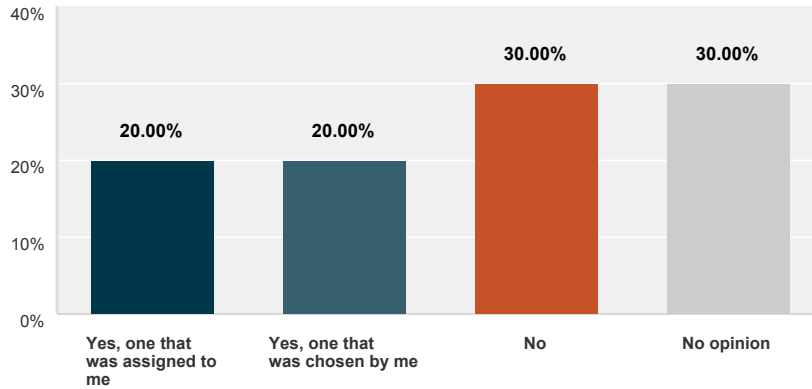
92.86%
13

14

Q25

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

Answered: 10 Skipped: 5

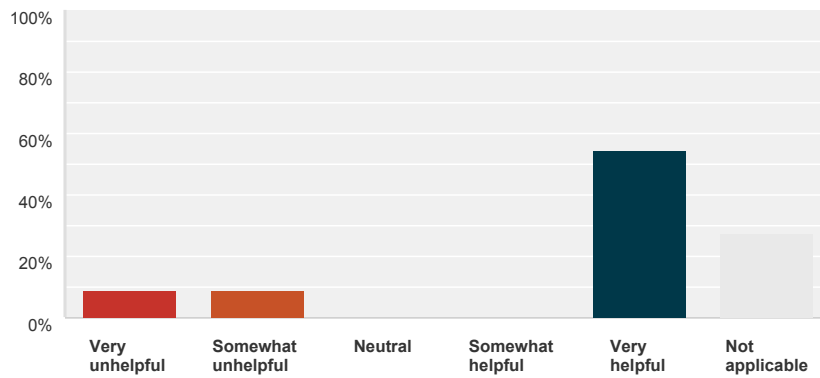


Answer Choices	Responses
Yes, one that was assigned to me	20.00% 2
Yes, one that was chosen by me	20.00% 2
No	30.00% 3
No opinion	30.00% 3
Total	10

Q26

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

Answered: 11 Skipped: 4



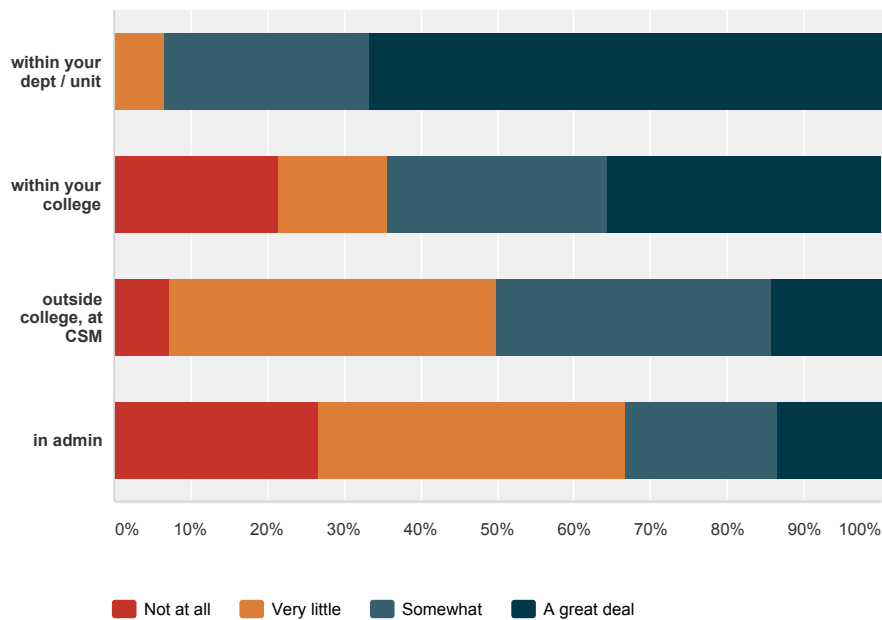
Answer Choices	Responses
Very unhelpful	9.09% 1
Somewhat unhelpful	9.09% 1
Neutral	0.00% 0

Somewhat helpful	0.00%	0
Very helpful	54.55%	6
Not applicable	27.27%	3
Total		11

Q27

To what extent have you collaborated with colleagues:

Answered: 15 Skipped: 0

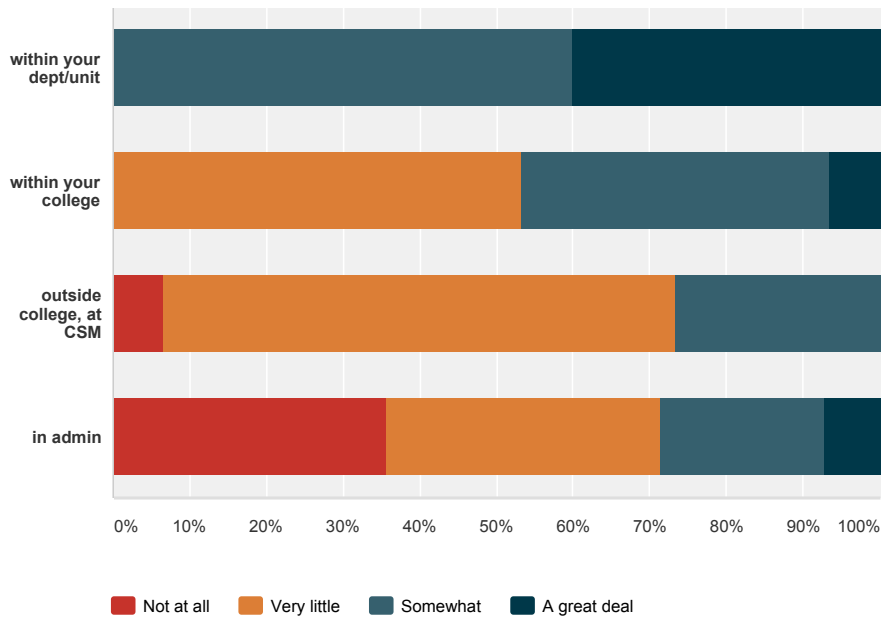


	Not at all	Very little	Somewhat	A great deal	Total
within your dept / unit	0.00% 0	6.67% 1	26.67% 4	66.67% 10	15
within your college	21.43% 3	14.29% 2	28.57% 4	35.71% 5	14
outside college, at CSM	7.14% 1	42.86% 6	35.71% 5	14.29% 2	14
in admin	26.67% 4	40.00% 6	20.00% 3	13.33% 2	15

Q28

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

Answered: 15 Skipped: 0

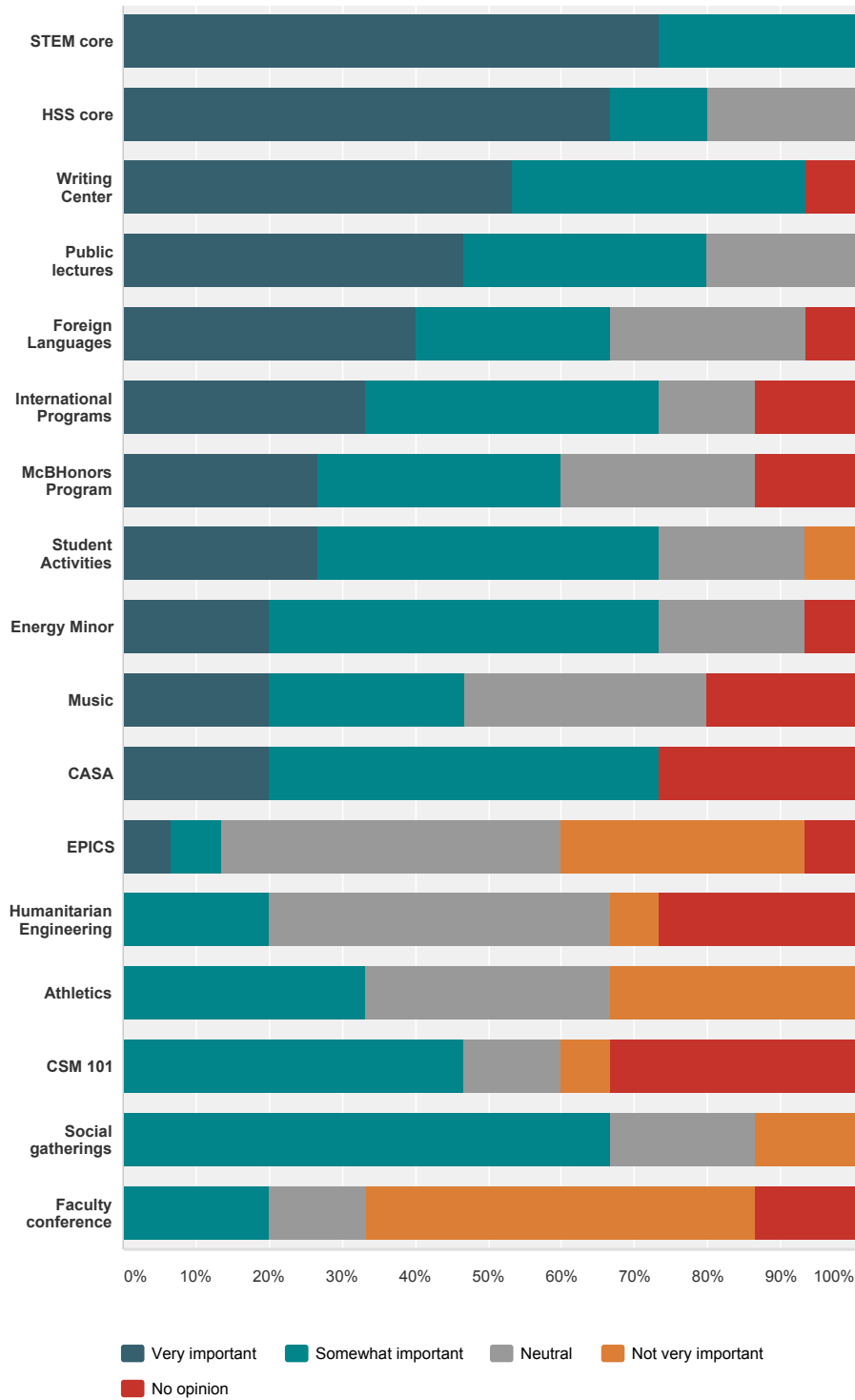


	Not at all	Very little	Somewhat	A great deal	Total
within your dept/unit	0.00% 0	0.00% 0	60.00% 9	40.00% 6	15
within your college	0.00% 0	53.33% 8	40.00% 6	6.67% 1	15
outside college, at CSM	6.67% 1	66.67% 10	26.67% 4	0.00% 0	15
in admin	35.71% 5	35.71% 5	21.43% 3	7.14% 1	14

Q29

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

Answered: 15 Skipped: 0



	Very important	Somewhat important	Neutral	Not very important	No opinion	Total
STEM core	73.33% 11	26.67% 4	0.00% 0	0.00% 0	0.00% 0	15
HSS core	66.67% 10	13.33% 2	20.00% 3	0.00% 0	0.00% 0	15
Writing Center	53.33% 8	40.00% 6	0.00% 0	0.00% 0	6.67% 1	15
Public lectures	46.67% 7	33.33% 5	20.00% 3	0.00% 0	0.00% 0	15
Foreign Languages	40.00% 6	26.67% 4	26.67% 4	0.00% 0	6.67% 1	15
International Programs	33.33% 5	40.00% 6	13.33% 2	0.00% 0	13.33% 2	15
McBHonors	26.67% 4	33.33% 5	26.67% 4	0.00% 0	13.33% 2	15

Program	4	5	4	0	2	15
Student Activities	26.67% 4	46.67% 7	20.00% 3	6.67% 1	0.00% 0	15
Energy Minor	20.00% 3	53.33% 8	20.00% 3	0.00% 0	6.67% 1	15
Music	20.00% 3	26.67% 4	33.33% 5	0.00% 0	20.00% 3	15
CASA	20.00% 3	53.33% 8	0.00% 0	0.00% 0	26.67% 4	15
EPICS	6.67% 1	6.67% 1	46.67% 7	33.33% 5	6.67% 1	15
Humanitarian Engineering	0.00% 0	20.00% 3	46.67% 7	6.67% 1	26.67% 4	15
Athletics	0.00% 0	33.33% 5	33.33% 5	33.33% 5	0.00% 0	15
CSM 101	0.00% 0	46.67% 7	13.33% 2	6.67% 1	33.33% 5	15
Social gatherings	0.00% 0	66.67% 10	20.00% 3	13.33% 2	0.00% 0	15
Faculty conference	0.00% 0	20.00% 3	13.33% 2	53.33% 8	13.33% 2	15

Q30

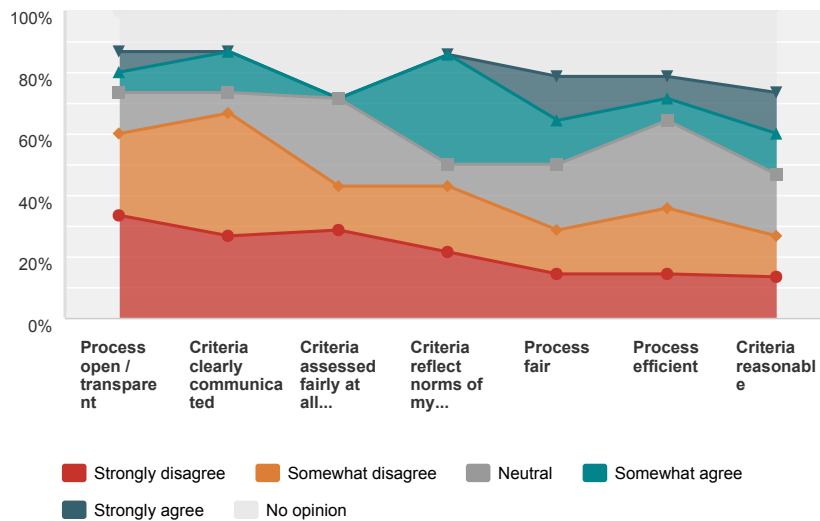
Do you have any additional comments about mentorship and collaboration? (optional)

Answered: 4 Skipped: 11

Q31

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

Answered: 15 Skipped: 0



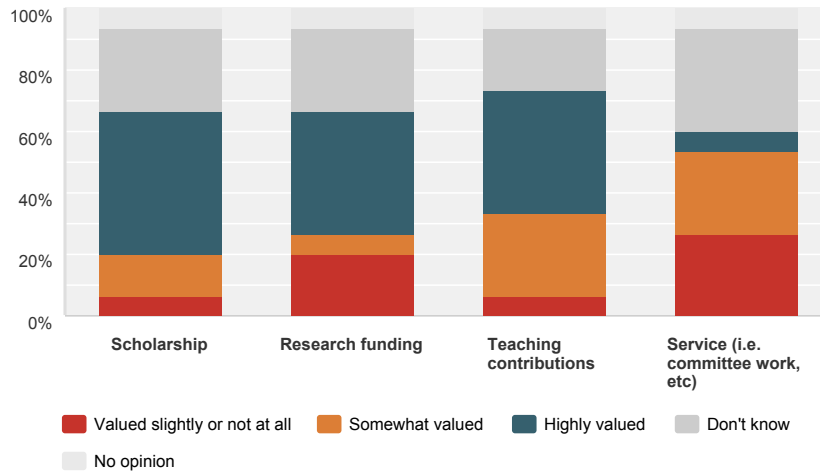
	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	No opinion	Total
Process open / transparent	33.33% 5	26.67% 4	13.33% 2	6.67% 1	6.67% 1	13.33% 2	15

Criteria clearly communicated	26.67% 4	40.00% 6	6.67% 1	13.33% 2	0.00% 0	13.33% 2	15
Criteria assessed fairly at all levels	28.57% 4	14.29% 2	28.57% 4	0.00% 0	0.00% 0	28.57% 4	14
Criteria reflect norms of my discipline	21.43% 3	21.43% 3	7.14% 1	35.71% 5	0.00% 0	14.29% 2	14
Process fair	14.29% 2	14.29% 2	21.43% 3	14.29% 2	14.29% 2	21.43% 3	14
Process efficient	14.29% 2	21.43% 3	28.57% 4	7.14% 1	7.14% 1	21.43% 3	14
Criteria reasonable	13.33% 2	13.33% 2	20.00% 3	13.33% 2	13.33% 2	26.67% 4	15

Q32

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

Answered: 15 Skipped: 0

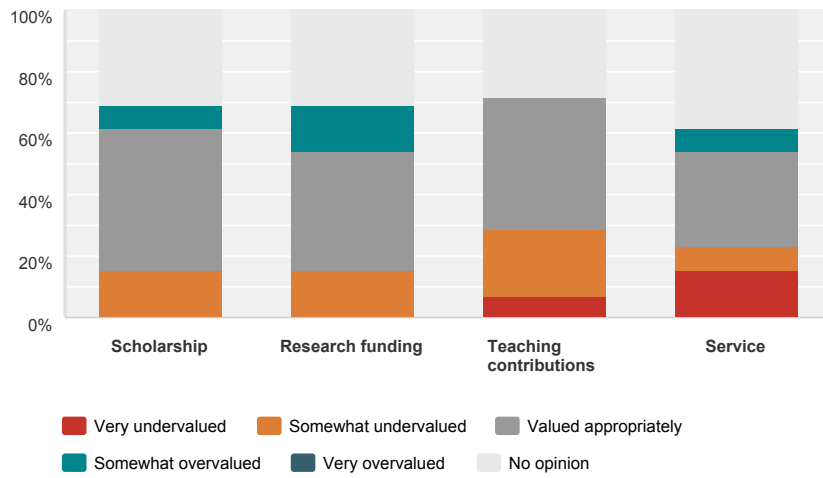


	Valued slightly or not at all	Somewhat valued	Highly valued	Don't know	No opinion	Total
Scholarship	6.67% 1	13.33% 2	46.67% 7	26.67% 4	6.67% 1	15
Research funding	20.00% 3	6.67% 1	40.00% 6	26.67% 4	6.67% 1	15
Teaching contributions	6.67% 1	26.67% 4	40.00% 6	20.00% 3	6.67% 1	15
Service (i.e. committee work, etc)	26.67% 4	26.67% 4	6.67% 1	33.33% 5	6.67% 1	15

Q33

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

Answered: 14 Skipped: 1



	Very undervalued	Somewhat undervalued	Valued appropriately	Somewhat overvalued	Very overvalued	No opinion	Total
Scholarship	0.00% 0	15.38% 2	46.15% 6	7.69% 1	0.00% 0	30.77% 4	13
Research funding	0.00% 0	15.38% 2	38.46% 5	15.38% 2	0.00% 0	30.77% 4	13
Teaching contributions	7.14% 1	21.43% 3	42.86% 6	0.00% 0	0.00% 0	28.57% 4	14
Service	15.38% 2	7.69% 1	30.77% 4	7.69% 1	0.00% 0	38.46% 5	13

Q34

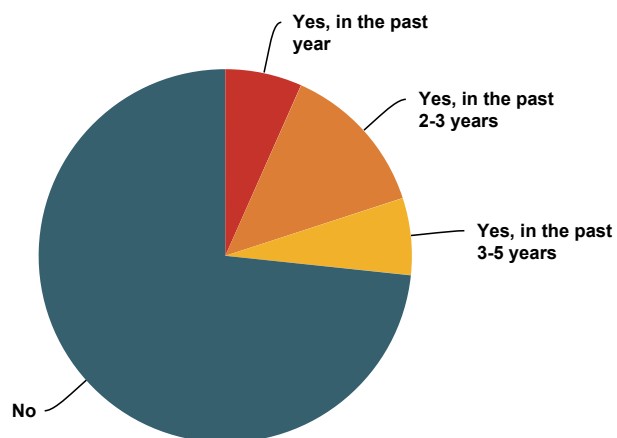
Do you have any additional comments about promotion and/or tenure? (optional)

Answered: 3 Skipped: 12

Q35

Have you applied for a job at another university recently?

Answered: 15 Skipped: 0

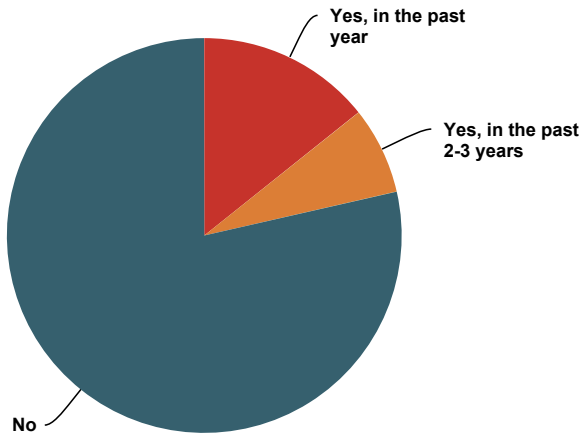


Yes, in the past year	6.67%	1
Yes, in the past 2-3 years	13.33%	2
Yes, in the past 3-5 years	6.67%	1
No	73.33%	11
Total		15

Q36

Have you applied for a job outside academia recently?

Answered: 14 Skipped: 1



Answer Choices	Responses	
Yes, in the past year	14.29%	2
Yes, in the past 2-3 years	7.14%	1
Yes, in the past 3-5 years	0.00%	0
No	78.57%	11
Total		14

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: 14 Skipped: 1

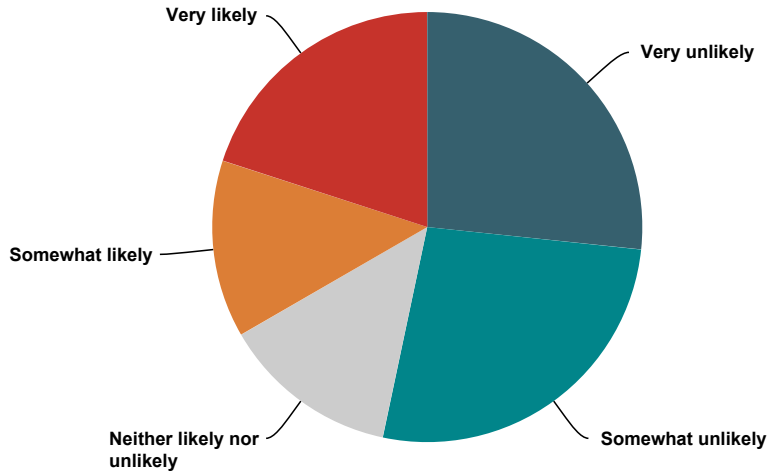
Answer Choices	Responses	
Salary	7.14%	1
Course load	0.00%	0
Administrative responsibilities	0.00%	0
Leave time	0.00%	0
Summer salary	7.14%	1
Special timing of the tenure clock	0.00%	0

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%	2
Not applicable	78.57%	11
Total Respondents: 14		

Q38

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

Answered: 15 Skipped: 0



Answer Choices	Responses	
Very unlikely	26.67%	4
Somewhat unlikely	26.67%	4
Neither likely nor unlikely	13.33%	2
Somewhat likely	13.33%	2
Very likely	20.00%	3
Total		15

Q39

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

Answered: 13 Skipped: 2

	Not at all	To some extent	To a great extent	Not applicable	Total
To reduce stress	23.08% 3	38.46% 5	38.46% 5	0.00% 0	13
To increase your salary	30.77% 4	30.77% 4	30.77% 4	7.69% 1	13
To find a more satisfying intellectual environment	46.15% 6	7.69% 1	30.77% 4	15.38% 2	13
To enhance your career in other ways	23.08% 3	38.46% 5	23.08% 3	15.38% 2	13

To find a more supportive work environment	38.46% 5	30.77% 4	23.08% 3	7.69% 1	13
To increase your time to do research	38.46% 5	30.77% 4	23.08% 3	7.69% 1	13
Retirement	38.46% 5	15.38% 2	23.08% 3	23.08% 3	13
To reduce workload	38.46% 5	46.15% 6	15.38% 2	0.00% 0	13
To improve your prospects for tenure	38.46% 5	7.69% 1	7.69% 1	46.15% 6	13
To pursue a nonacademic job	61.54% 8	15.38% 2	7.69% 1	15.38% 2	13
Benefits	61.54% 8	15.38% 2	7.69% 1	15.38% 2	13
Great opportunities in my field	58.33% 7	33.33% 4	8.33% 1	0.00% 0	12
To address child-related issues	69.23% 9	7.69% 1	0.00% 0	23.08% 3	13
To improve the employment situation of your spouse/partner	53.85% 7	7.69% 1	0.00% 0	38.46% 5	13
To lower your cost of living	61.54% 8	7.69% 1	0.00% 0	30.77% 4	13
To live elsewhere	69.23% 9	15.38% 2	0.00% 0	15.38% 2	13

Q40

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

Answered: 14 Skipped: 1

	Not at all	To some extent	To a great extent	Not applicable	Total
Living in the area	15.38% 2	15.38% 2	69.23% 9	0.00% 0	13
Retirement	46.15% 6	7.69% 1	46.15% 6	0.00% 0	13
Supportive work environment	28.57% 4	35.71% 5	35.71% 5	0.00% 0	14
Employment situation of your spouse/partner	53.85% 7	15.38% 2	23.08% 3	7.69% 1	13
Benefits	30.77% 4	46.15% 6	23.08% 3	0.00% 0	13
Tenure or prospects for tenure	69.23% 9	7.69% 1	15.38% 2	7.69% 1	13
Open intellectual environment	30.77% 4	53.85% 7	15.38% 2	0.00% 0	13
Salary	76.92% 10	23.08% 3	0.00% 0	0.00% 0	13
Other career benefits	53.85% 7	46.15% 6	0.00% 0	0.00% 0	13
Time to do research	46.15% 6	53.85% 7	0.00% 0	0.00% 0	13
Stress level	83.33% 10	16.67% 2	0.00% 0	0.00% 0	12
Workload	84.62% 11	15.38% 2	0.00% 0	0.00% 0	13
Child-related issues	83.33% 10	8.33% 1	0.00% 0	8.33% 1	12

Cost of living	84.62% 11	15.38% 2	0.00% 0	0.00% 0	13
Lack of opportunities in my field	84.62% 11	15.38% 2	0.00% 0	0.00% 0	13

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: 14 Skipped: 1

	Not at all	Somewhat	Extensive	Not applicable	Total
Time to spend with family	33.33% 4	25.00% 3	41.67% 5	0.00% 0	12
Your health	46.15% 6	30.77% 4	15.38% 2	7.69% 1	13
Being part of a dual-career couple	66.67% 8	16.67% 2	8.33% 1	8.33% 1	12
Managing household responsibilities	8.33% 1	91.67% 11	0.00% 0	0.00% 0	12
Childcare	75.00% 9	16.67% 2	0.00% 0	8.33% 1	12
Care of someone who is ill, disabled, aging, and/or in need of special services	53.85% 7	38.46% 5	0.00% 0	7.69% 1	13
Cost of living	75.00% 9	16.67% 2	0.00% 0	8.33% 1	12
Commuting to and from work	84.62% 11	7.69% 1	0.00% 0	7.69% 1	13

Q42

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

Answered: 13 Skipped: 2

Answer Choices	Average Number	Total Number	Responses
0-5 yrs	0	1	9
6-17 yrs	0	1	9
18-23 yrs	1	8	10
23+ yrs	1	7	9

Total Respondents: 13

Q43

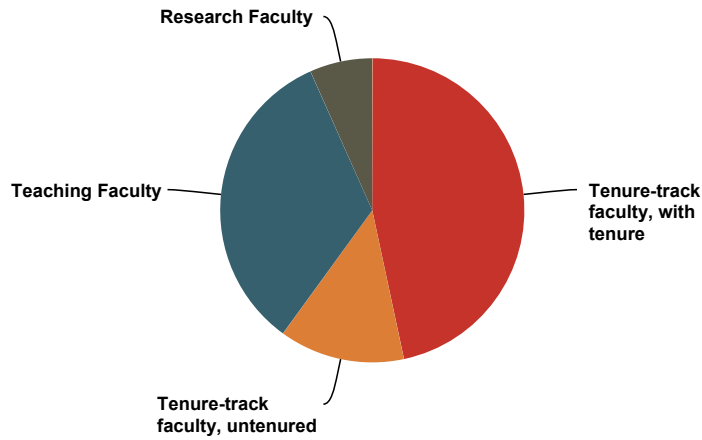
Do you have any additional comments about hiring and retention? (optional)

Answered: 1 Skipped: 14

Q44

What is your current position?

Answered: 15 Skipped: 0



Answer Choices	Responses	
Tenure-track faculty, with tenure	46.67%	7
Tenure-track faculty, untenured	13.33%	2
Teaching Faculty	33.33%	5
Research Faculty	6.67%	1
Library Faculty	0.00%	0
Other	0.00%	0
I prefer not to say	0.00%	0
Total		15

Q45

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

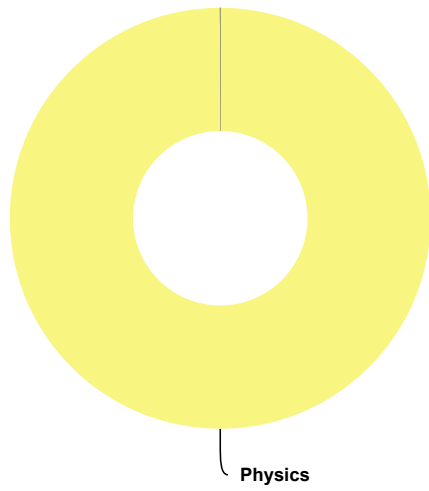
Answered: 15 Skipped: 0

Answer Choices	Responses	
1-3 years	26.67%	4
4-9 years	20.00%	3
10+ years	46.67%	7
I prefer not to say	6.67%	1
Total		15

Q46

In which department/unit is your primary appointment?

Answered: 15 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	100.00% 15
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	15

Q47

Gender

Answered: 15 Skipped: 0

Answer Choices	Responses
Male	86.67% 13
Female	13.33% 2
I prefer not to say	0.00% 0
Total	15

Q48

Race/ethnicity

Answered: 15 Skipped: 0

Answer Choices	Responses	
Black	0.00%	0
American Indian/Alaska Native	0.00%	0
Asian/Pacific Islander	6.67%	1
Hispanic	0.00%	0
White	93.33%	14
I prefer not to say	0.00%	0
Total		15

Q49

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

Answered: 0 Skipped: 15

Q50

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

Answered: 3 Skipped: 12