

CSM Faculty Climate Survey - Research Faculty

These are summary results for research faculty only.

All Pages

10 responses

238 days (January 21, 2014 - now)

17 views

Q1

How many total courses/labs did you teach during the last calendar year (2013 FDR: exclude summer and independent studies)?

Answered: 8 Skipped: 2

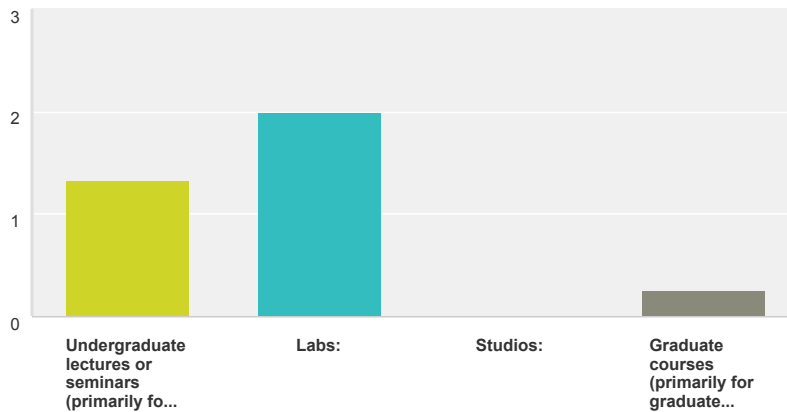
Answer Choices	Average Number	Total Number	Responses
Total number of sections/courses taught:	3	27	8
Total distinct preps (# sections):	2	13	8
Total credit hours delivered:	5	41	8
Total credit hours bought-out for research:	1	3	6
Total students in all sections:	53	424	8

Total Respondents: 8

Q2

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

Answered: 7 Skipped: 3



Answer Choices	Average Number	Total Number	Responses
Undergraduate lectures or seminars (primarily for undergraduates):	1	8	6
Labs:	2	14	7
Studios:	0	0	3
Graduate courses (primarily for graduate students):	0	1	4

Total Respondents: 7

Q3

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

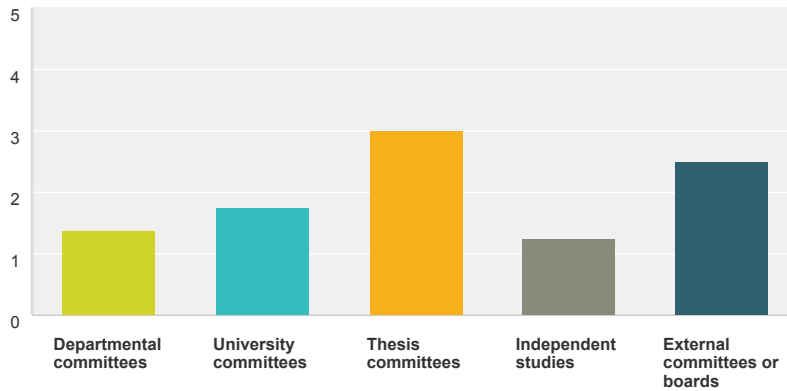
Answered: 6 Skipped: 4

Answer Choices	Responses	
Yes, research related (e.g. charge-outs)	16.67%	1
Yes, service or administration related (e.g. program director, dept head., etc.)	0.00%	0
Yes, for other reasons	0.00%	0
No	100.00%	6
Total Respondents: 6		

Q4

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

Answered: 10 Skipped: 0



Answer Choices	Average Number	Total Number	Responses
Departmental committees	1	11	8
University committees	2	7	4
Thesis committees	3	30	10
Independent studies	1	5	4
External committees or boards	3	20	8
Total Respondents: 10			

Q5

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

Answered: 10 Skipped: 0

	Never	Yes, during 2013 FDR	Yes, prior service	Total Respondents
Director of center, program, or	50.00% 5	30.00% 3	30.00% 3	10

institute				
Chair of a departmental or university committee	88.89% 8	11.11% 1	0.00% 0	9
Course coordinator	87.50% 7	12.50% 1	0.00% 0	8
Director or Head of department/division	100.00% 9	0.00% 0	0.00% 0	9
Other administrative capacity (e.g. assistant dept head)	87.50% 7	0.00% 0	12.50% 1	8

Q6

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

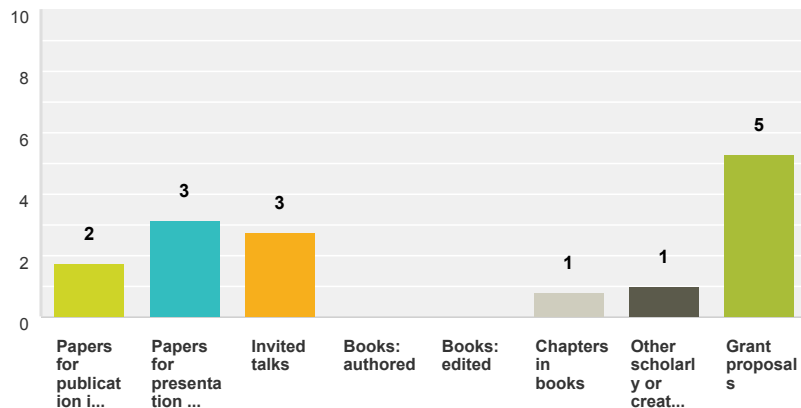
Answered: 4 Skipped: 6

	Teaching relief	Extra compensation	No	Total Respondents
Director or Head of department/division	0.00% 0	0.00% 0	100.00% 2	2
Director of center, program, or institute	0.00% 0	25.00% 1	75.00% 3	4
Chair of a committee	0.00% 0	0.00% 0	100.00% 2	2
Course coordinator	0.00% 0	33.33% 1	66.67% 2	3
Other administrative capacity (e.g. assistant dept head)	0.00% 0	0.00% 0	100.00% 2	2

Q7

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

Answered: 9 Skipped: 1



Answer Choices	Average Number	Total Number	Responses
Papers for publication in peer-reviewed journals	2	14	8
Papers for presentation at conferences	3	22	7
Invited talks	3	22	8
Books: authored	0	0	3
Books: edited	0	0	3
Chapters in books	1	4	5
Other scholarly or creative works	1	3	3
Grant proposals	5	37	7

Total Respondents: 9

Q8

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

Answered: 9 Skipped: 1

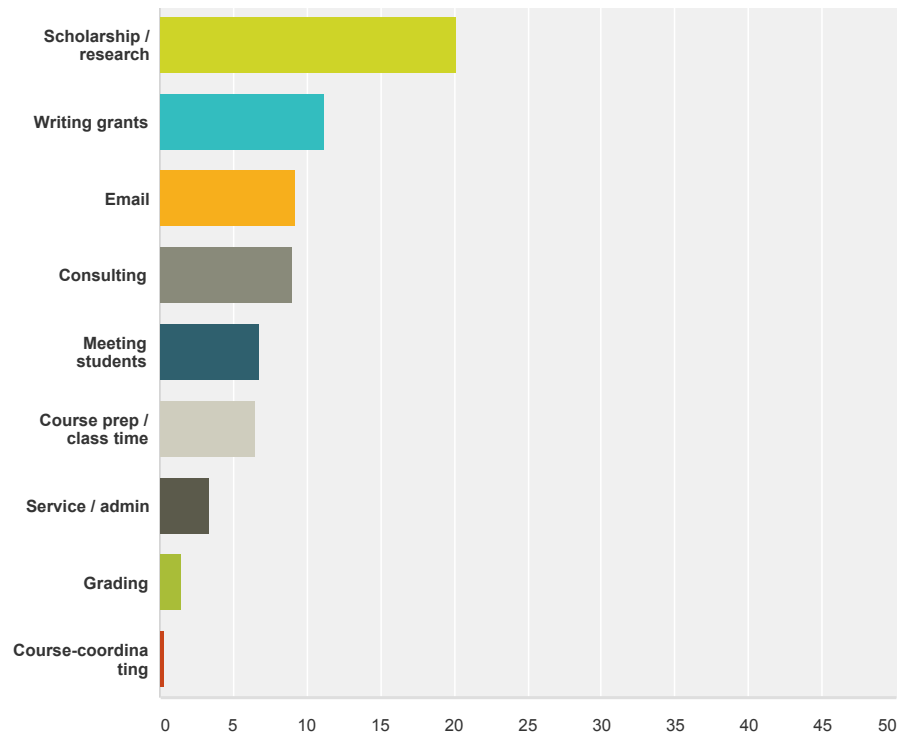
Answer Choices	Average Number	Total Number	Responses
# MS students/advisees	3	15	6
# PhD students/advisees	2	17	9

Total Respondents: 9

Q9

As you think about how you spent your time during the last academic year, about how many hours PER WEEK did you spend on each of the following activities?:

Answered: 8 Skipped: 2



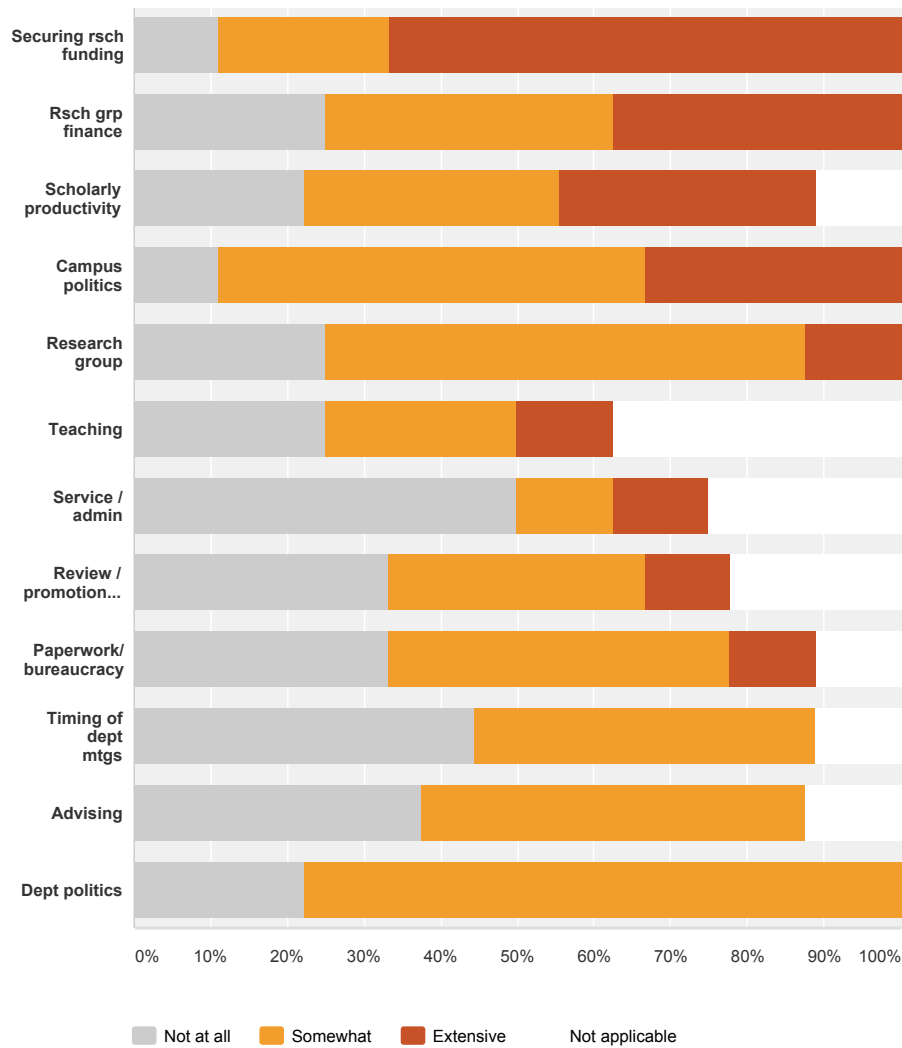
Answer Choices	Average Number	Total Number	Responses
Scholarship / research	20	141	7
Writing grants	11	78	7
Email	9	64	7
Consulting	9	63	7
Meeting students	7	41	6
Course prep / class time	7	26	4
Service / admin	3	20	6
Grading	2	6	4
Course-coordinating	0	1	3

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: 9 Skipped: 1

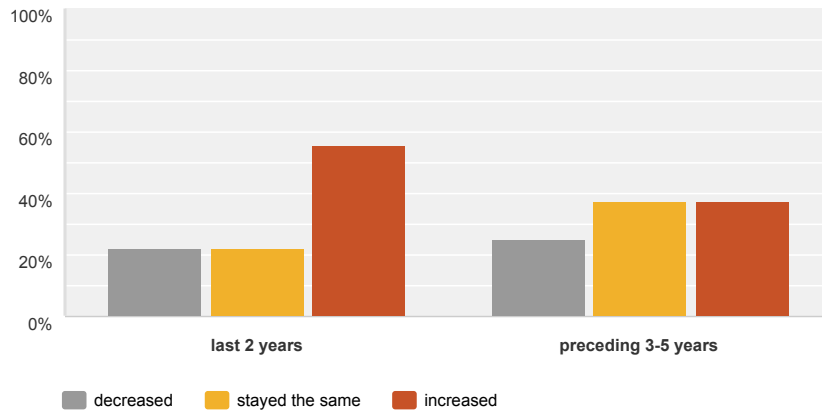


	Not at all	Somewhat	Extensive	Not applicable	Total
Securing rsch funding	11.11% 1	22.22% 2	66.67% 6	0.00% 0	9
Rsch grp finance	25.00% 2	37.50% 3	37.50% 3	0.00% 0	8
Scholarly productivity	22.22% 2	33.33% 3	33.33% 3	11.11% 1	9
Campus politics	11.11% 1	55.56% 5	33.33% 3	0.00% 0	9
Research group	25.00% 2	62.50% 5	12.50% 1	0.00% 0	8
Teaching	25.00% 2	25.00% 2	12.50% 1	37.50% 3	8
Service / admin	50.00% 4	12.50% 1	12.50% 1	25.00% 2	8
Review / promotion process	33.33% 3	33.33% 3	11.11% 1	22.22% 2	9
Paperwork/ bureaucracy	33.33% 3	44.44% 4	11.11% 1	11.11% 1	9
Timing of dept mtgs	44.44% 4	44.44% 4	0.00% 0	11.11% 1	9
Advising	37.50% 3	50.00% 4	0.00% 0	12.50% 1	8
Dept politics	22.22% 2	77.78% 7	0.00% 0	0.00% 0	9

Q11

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

Answered: 9 Skipped: 1

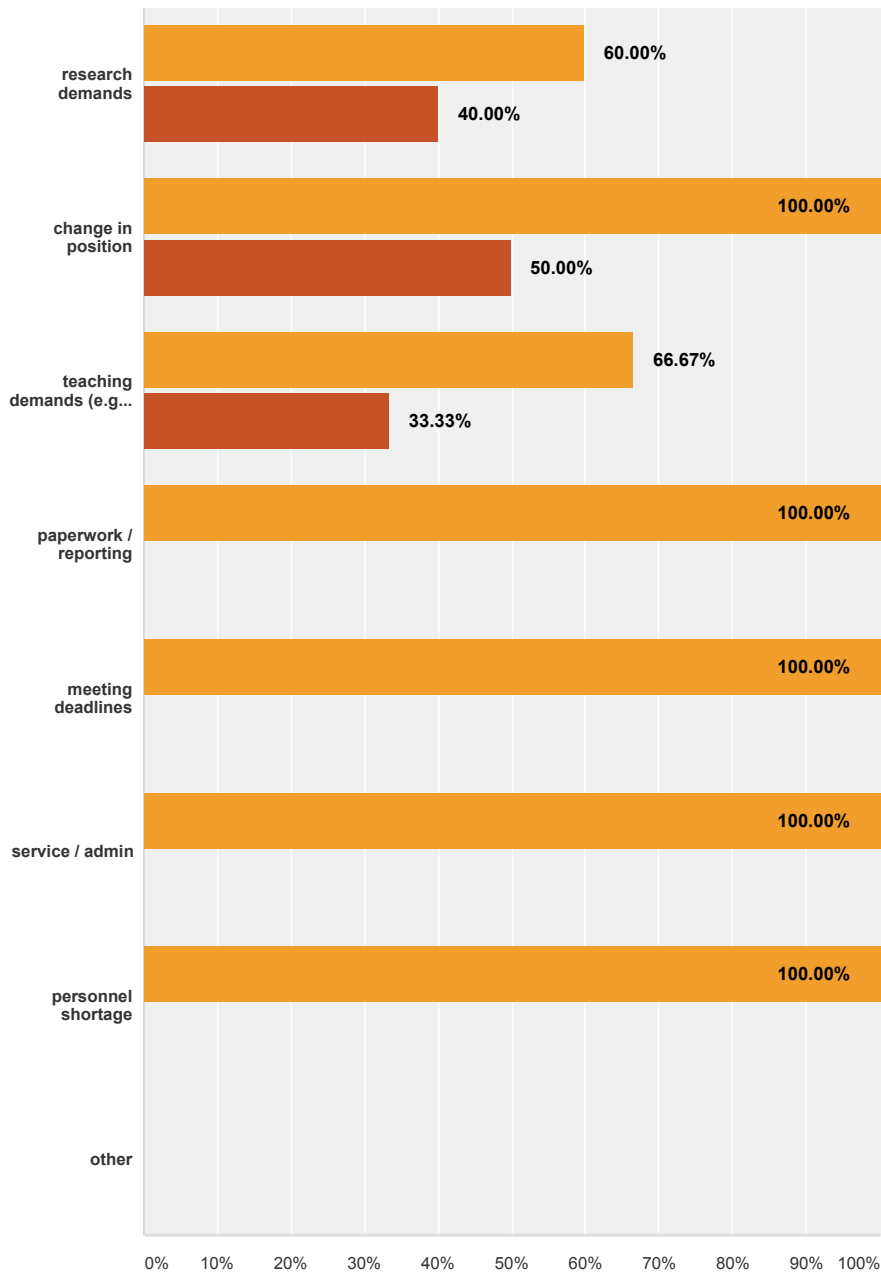


	decreased	stayed the same	increased	Total
last 2 years	22.22% 2	22.22% 2	55.56% 5	9
preceding 3-5 years	25.00% 2	37.50% 3	37.50% 3	8

Q12

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

Answered: 6 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
research demands	60.00% 3	40.00% 2	5
change in position	100.00% 2	50.00% 1	2
teaching demands (e.g. increased student numbers)	66.67% 2	33.33% 1	3
paperwork / reporting	100.00% 3	0.00% 0	3
meeting deadlines	100.00% 5	0.00% 0	5
service / admin	100.00% 3	0.00% 0	3
personnel shortage	100.00% 1	0.00% 0	1

other

0.00%
0

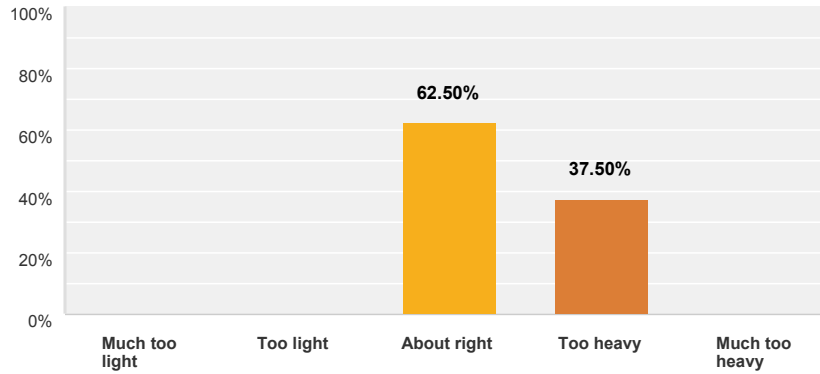
0.00%
0

0

Q13

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

Answered: 8 Skipped: 2



Answer Choices	Responses
Much too light	0.00% 0
Too light	0.00% 0
About right	62.50% 5
Too heavy	37.50% 3
Much too heavy	0.00% 0
Total	8

Q14

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

Answered: 2 Skipped: 8

Q15

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

Answered: 10 Skipped: 0

	Very dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Very satisfied	Not applicable	Total
Length of contract	60.00% 6	0.00% 0	20.00% 2	10.00% 1	0.00% 0	10.00% 1	10
Start-up funds	33.33% 3	11.11% 1	0.00% 0	0.00% 0	0.00% 0	55.56% 5	9
Benefits	20.00% 2	0.00% 0	20.00% 2	10.00% 1	40.00% 4	10.00% 1	10
Salary	10.00%	40.00%	20.00%	0.00%	20.00%	10.00%	

Q16

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

Answered: 10 Skipped: 0

	Very dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Very satisfied	Not applicable	Total
Availability of nearby parking	20.00% 2	10.00% 1	40.00% 4	10.00% 1	20.00% 2	0.00% 0	10
Instructional/classroom technology	20.00% 2	10.00% 1	30.00% 3	10.00% 1	0.00% 0	30.00% 3	10
Support for submitting grants	20.00% 2	40.00% 4	10.00% 1	0.00% 0	20.00% 2	10.00% 1	10
Lab or research space	10.00% 1	20.00% 2	20.00% 2	10.00% 1	30.00% 3	10.00% 1	10
Computer resources	10.00% 1	10.00% 1	20.00% 2	40.00% 4	0.00% 0	20.00% 2	10
Number or breadth of faculty within department/unit to advance research	10.00% 1	40.00% 4	30.00% 3	0.00% 0	10.00% 1	10.00% 1	10
Office space	0.00% 0	20.00% 2	10.00% 1	30.00% 3	40.00% 4	0.00% 0	10
Classroom space	0.00% 0	10.00% 1	40.00% 4	0.00% 0	20.00% 2	30.00% 3	10
Library resources	0.00% 0	20.00% 2	30.00% 3	10.00% 1	30.00% 3	10.00% 1	10
Staff support	0.00% 0	30.00% 3	40.00% 4	10.00% 1	20.00% 2	0.00% 0	10
Number or breadth of faculty within department/unit to deliver curriculum	0.00% 0	20.00% 2	50.00% 5	0.00% 0	10.00% 1	20.00% 2	10

Q17

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

Answered: 10 Skipped: 0

	Very dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Very satisfied	Not applicable	Total
Intellectual stimulation of your work environment	10.00% 1	30.00% 3	0.00% 0	30.00% 3	20.00% 2	10.00% 1	10
Teaching responsibilities	0.00% 0	10.00% 1	20.00% 2	0.00% 0	30.00% 3	40.00% 4	10
Access to teaching assistants	0.00% 0	0.00% 0	0.00% 0	10.00% 1	30.00% 3	60.00% 6	10
Advising responsibilities	0.00% 0	11.11% 1	22.22% 2	33.33% 3	33.33% 3	0.00% 0	9
Quality of graduate students	0.00% 0	20.00% 2	10.00% 1	30.00% 3	30.00% 3	10.00% 1	10
Access to students for research	0.00% 0	20.00% 2	50.00% 5	20.00% 2	10.00% 1	0.00% 0	10

projects							
Time available for scholarly work	0.00% 0	40.00% 4	20.00% 2	10.00% 1	20.00% 2	10.00% 1	10
Committee and administrative responsibilities	0.00% 0	10.00% 1	30.00% 3	10.00% 1	20.00% 2	30.00% 3	10

Q18

How important are the following to you?:

Answered: 10 Skipped: 0

	Very important	Somewhat important	Neutral	Somewhat unimportant	Not very important	Not applicable	Total
Conducting research/scholarship	90.00% 9	10.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	10
Open environment for discussing differing ideas	70.00% 7	30.00% 3	0.00% 0	0.00% 0	0.00% 0	0.00% 0	10
Academic freedom	70.00% 7	30.00% 3	0.00% 0	0.00% 0	0.00% 0	0.00% 0	10
Faculty input in decision-making	70.00% 7	30.00% 3	0.00% 0	0.00% 0	0.00% 0	0.00% 0	10
Teaching graduate students	50.00% 5	30.00% 3	10.00% 1	0.00% 0	0.00% 0	10.00% 1	10
Intellectual activities with colleagues	40.00% 4	50.00% 5	10.00% 1	0.00% 0	0.00% 0	0.00% 0	10
Teaching undergraduate students	30.00% 3	20.00% 2	40.00% 4	0.00% 0	0.00% 0	10.00% 1	10
Engage in student life/ activities	20.00% 2	30.00% 3	30.00% 3	0.00% 0	20.00% 2	0.00% 0	10
Engage in service/ committee work	20.00% 2	30.00% 3	20.00% 2	20.00% 2	10.00% 1	0.00% 0	10
Diversity on campus	20.00% 2	30.00% 3	30.00% 3	0.00% 0	20.00% 2	0.00% 0	10
Social activities with colleagues	0.00% 0	50.00% 5	40.00% 4	0.00% 0	10.00% 1	0.00% 0	10

Q19

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

Answered: 1 Skipped: 9

Q20

Please indicate your agreement or disagreement with the following statements:

Answered: 10 Skipped: 0

	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	Not applicable	Total
I feel comfortable expressing my views openly	20.00% 2	30.00% 3	10.00% 1	20.00% 2	20.00% 2	0.00% 0	10
The creation of colleges has made	20.00% 2	30.00% 3	50.00% 5	0.00% 0	0.00% 0	0.00% 0	10

my professional life better							
My colleagues value my contributions to teaching and advising	10.00% 1	20.00% 2	20.00% 2	20.00% 2	20.00% 2	10.00% 1	10
My colleagues value my service and administrative contributions	10.00% 1	30.00% 3	20.00% 2	10.00% 1	10.00% 1	20.00% 2	10
The quality of my scholarship is positively affected by my interactions with CSM colleagues	10.00% 1	10.00% 1	40.00% 4	20.00% 2	20.00% 2	0.00% 0	10
I feel I am given the opportunity to serve on important committees	10.00% 1	0.00% 0	30.00% 3	20.00% 2	20.00% 2	20.00% 2	10
I am able to make decisions about my areas of responsibility	10.00% 1	0.00% 0	20.00% 2	30.00% 3	30.00% 3	10.00% 1	10
If I had to decide all over again to be a faculty member at CSM, I would again chose to be here	10.00% 1	50.00% 5	0.00% 0	10.00% 1	30.00% 3	0.00% 0	10
My colleagues value my research/scholarship	0.00% 0	30.00% 3	30.00% 3	10.00% 1	30.00% 3	0.00% 0	10
My department/unit is a good fit for me	0.00% 0	30.00% 3	10.00% 1	10.00% 1	50.00% 5	0.00% 0	10
My department/unit is a place where individual faculty may comfortably raise personal and/or family responsibilities when scheduling department/unit obligations	0.00% 0	0.00% 0	30.00% 3	20.00% 2	40.00% 4	10.00% 1	10
I have to work harder than some of my colleagues to be perceived as a legitimate scholar	0.00% 0	30.00% 3	0.00% 0	40.00% 4	20.00% 2	10.00% 1	10

Q21

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

Answered: 10 Skipped: 0

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	Not applicable	Total
Interdisciplinary research is valued and supported	20.00% 2	10.00% 1	20.00% 2	30.00% 3	20.00% 2	0.00% 0	10
Department/unit helps me obtain or manage the resources I need	20.00% 2	30.00% 3	20.00% 2	10.00% 1	20.00% 2	0.00% 0	10
I feel comfortable, included, and valued	20.00% 2	30.00% 3	10.00% 1	10.00% 1	30.00% 3	0.00% 0	10
Department/unit creates a collegial and supportive environment	10.00% 1	30.00% 3	30.00% 3	10.00% 1	20.00% 2	0.00% 0	10

Decision-making is fair	10.00% 1	20.00% 2	40.00% 4	0.00% 0	30.00% 3	0.00% 0	10
Decision-making is efficient	10.00% 1	20.00% 2	50.00% 5	0.00% 0	20.00% 2	0.00% 0	10
Decision-making reflects sound priorities and relevant data	10.00% 1	0.00% 0	60.00% 6	10.00% 1	20.00% 2	0.00% 0	10
Decision-making is collaborative and transparent	0.00% 0	10.00% 1	60.00% 6	10.00% 1	20.00% 2	0.00% 0	10
I have a voice in decision-making	0.00% 0	30.00% 3	10.00% 1	40.00% 4	20.00% 2	0.00% 0	10
Diversity of opinion is respected and valued	0.00% 0	30.00% 3	20.00% 2	10.00% 1	40.00% 4	0.00% 0	10

Q22

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

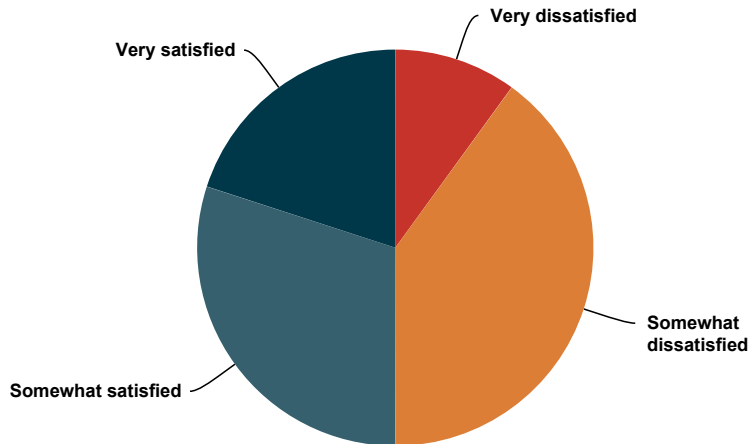
Answered: 10 Skipped: 0

	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	Not applicable	Total
CSM helps me obtain or manage the resources I need	50.00% 5	20.00% 2	10.00% 1	10.00% 1	10.00% 1	0.00% 0	10
Decision-making is efficient	30.00% 3	30.00% 3	20.00% 2	10.00% 1	10.00% 1	0.00% 0	10
I have a voice in decision-making	30.00% 3	40.00% 4	20.00% 2	10.00% 1	0.00% 0	0.00% 0	10
Interdisciplinary research is valued and supported	20.00% 2	10.00% 1	10.00% 1	40.00% 4	20.00% 2	0.00% 0	10
CSM creates a collegial and supportive environment	20.00% 2	30.00% 3	20.00% 2	20.00% 2	10.00% 1	0.00% 0	10
Decision-making is collaborative and transparent	20.00% 2	30.00% 3	30.00% 3	20.00% 2	0.00% 0	0.00% 0	10
Decision-making is fair	20.00% 2	30.00% 3	30.00% 3	10.00% 1	10.00% 1	0.00% 0	10
I feel comfortable, included, and valued	20.00% 2	30.00% 3	30.00% 3	0.00% 0	20.00% 2	0.00% 0	10
Decision-making reflects sound priorities and relevant data	10.00% 1	40.00% 4	40.00% 4	10.00% 1	0.00% 0	0.00% 0	10
Diversity of opinion is respected and valued	10.00% 1	30.00% 3	30.00% 3	10.00% 1	20.00% 2	0.00% 0	10

Q23

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

Answered: 10 Skipped: 0

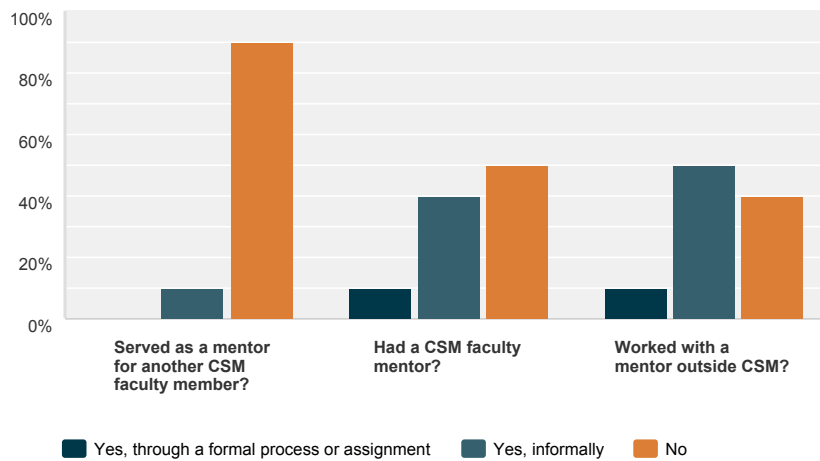


Answer Choices	Responses	
Very dissatisfied	10.00%	1
Somewhat dissatisfied	40.00%	4
Neither satisfied nor dissatisfied	0.00%	0
Somewhat satisfied	30.00%	3
Very satisfied	20.00%	2
Total		10

Q24

While at CSM, have you:

Answered: 10 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	10.00% 1	90.00% 9	10
Had a CSM faculty mentor?	10.00% 1	40.00% 4	50.00% 5	10

Worked with a mentor outside CSM?

10.00%
1

50.00%
5

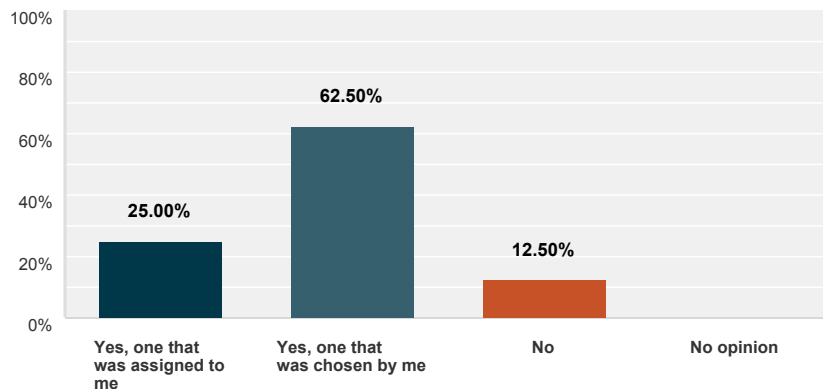
40.00%
4

10

Q25

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

Answered: 8 Skipped: 2

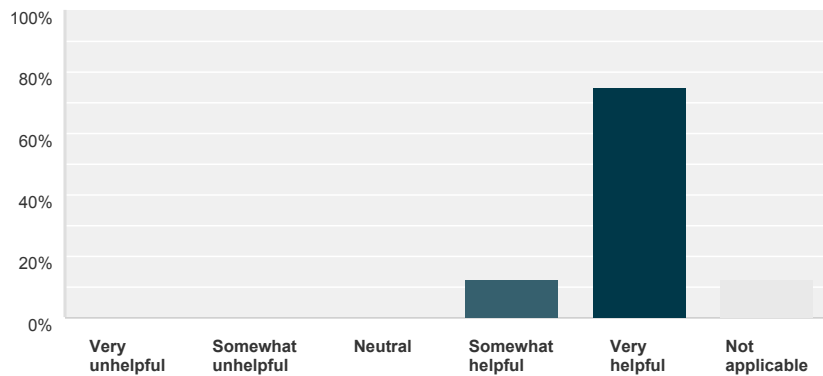


Answer Choices	Responses
Yes, one that was assigned to me	25.00% 2
Yes, one that was chosen by me	62.50% 5
No	12.50% 1
No opinion	0.00% 0
Total	8

Q26

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

Answered: 8 Skipped: 2



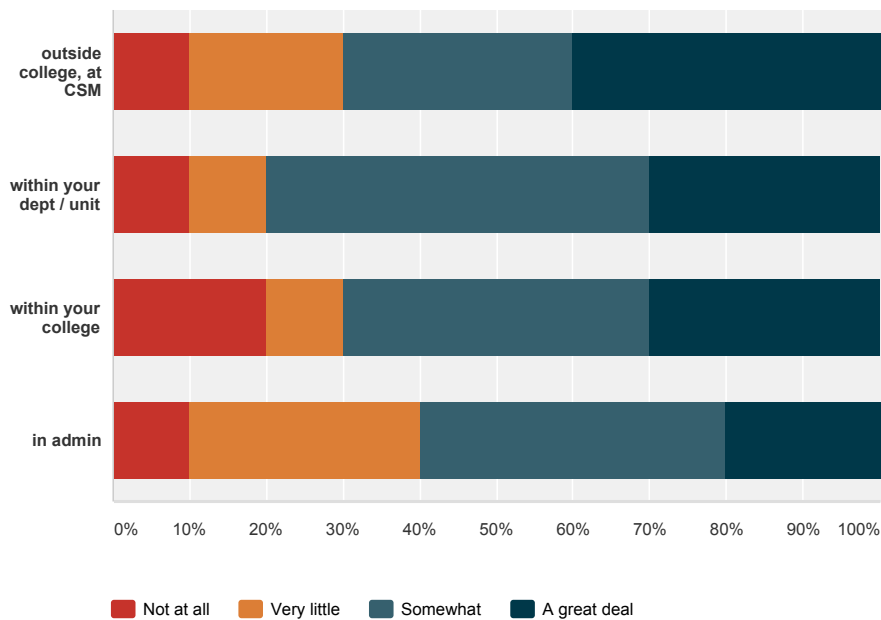
Answer Choices	Responses
Very unhelpful	0.00% 0
Somewhat unhelpful	0.00% 0
Neutral	0.00% 0

Somewhat helpful	12.50%	1
Very helpful	75.00%	6
Not applicable	12.50%	1
Total		8

Q27

To what extent have you collaborated with colleagues:

Answered: 10 Skipped: 0

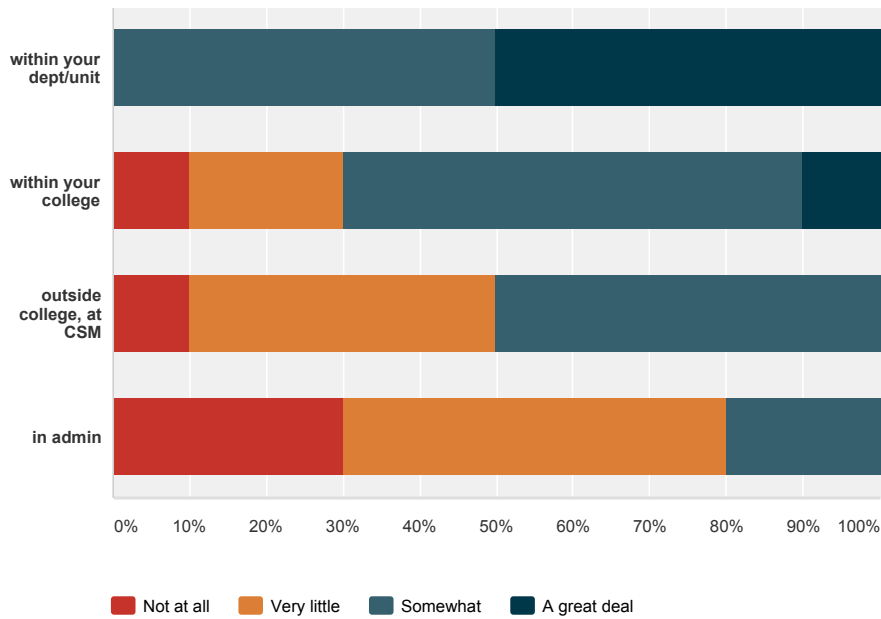


	Not at all	Very little	Somewhat	A great deal	Total
outside college, at CSM	10.00% 1	20.00% 2	30.00% 3	40.00% 4	10
within your dept / unit	10.00% 1	10.00% 1	50.00% 5	30.00% 3	10
within your college	20.00% 2	10.00% 1	40.00% 4	30.00% 3	10
in admin	10.00% 1	30.00% 3	40.00% 4	20.00% 2	10

Q28

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

Answered: 10 Skipped: 0

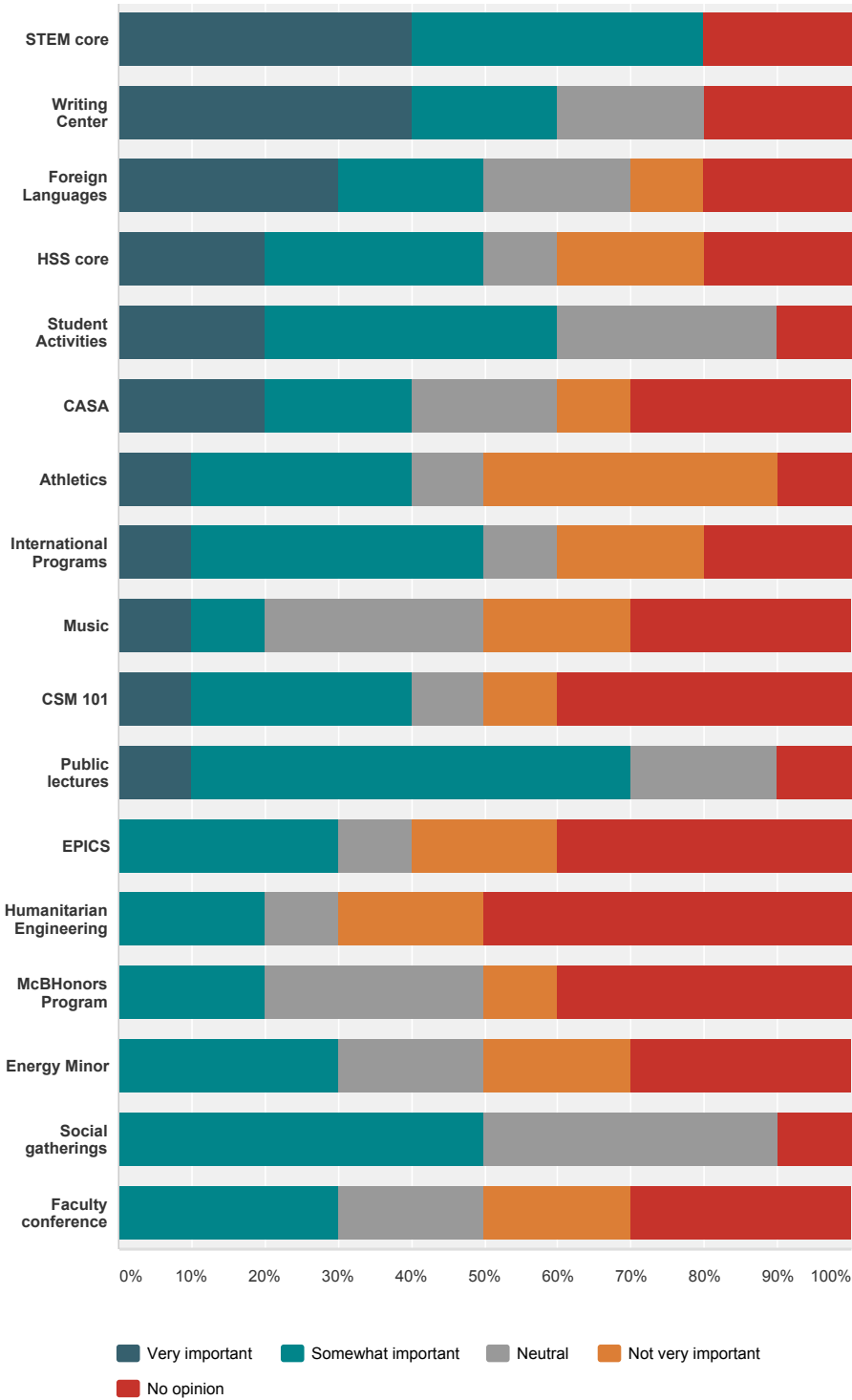


	Not at all	Very little	Somewhat	A great deal	Total
within your dept/unit	0.00% 0	0.00% 0	50.00% 5	50.00% 5	10
within your college	10.00% 1	20.00% 2	60.00% 6	10.00% 1	10
outside college, at CSM	10.00% 1	40.00% 4	50.00% 5	0.00% 0	10
in admin	30.00% 3	50.00% 5	20.00% 2	0.00% 0	10

Q29

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

Answered: 10 Skipped: 0



	Very important	Somewhat important	Neutral	Not very important	No opinion	Total
STEM core	40.00% 4	40.00% 4	0.00% 0	0.00% 0	20.00% 2	10
Writing Center	40.00% 4	20.00% 2	20.00% 2	0.00% 0	20.00% 2	10
Foreign Languages	30.00% 3	20.00% 2	20.00% 2	10.00% 1	20.00% 2	10
HSS core	20.00% 2	30.00% 3	10.00% 1	20.00% 2	20.00% 2	10
Student Activities	20.00% 2	40.00% 4	30.00% 3	0.00% 0	10.00% 1	10
CASA	20.00% 2	20.00% 2	20.00% 2	10.00% 1	30.00% 3	10
Athletics	10.00%	30.00%	10.00%	40.00%	10.00%	

	1	3	1	4	1	10
International Programs	10.00% 1	40.00% 4	10.00% 1	20.00% 2	20.00% 2	10
Music	10.00% 1	10.00% 1	30.00% 3	20.00% 2	30.00% 3	10
CSM 101	10.00% 1	30.00% 3	10.00% 1	10.00% 1	40.00% 4	10
Public lectures	10.00% 1	60.00% 6	20.00% 2	0.00% 0	10.00% 1	10
EPICS	0.00% 0	30.00% 3	10.00% 1	20.00% 2	40.00% 4	10
Humanitarian Engineering	0.00% 0	20.00% 2	10.00% 1	20.00% 2	50.00% 5	10
McBHonors Program	0.00% 0	20.00% 2	30.00% 3	10.00% 1	40.00% 4	10
Energy Minor	0.00% 0	30.00% 3	20.00% 2	20.00% 2	30.00% 3	10
Social gatherings	0.00% 0	50.00% 5	40.00% 4	0.00% 0	10.00% 1	10
Faculty conference	0.00% 0	30.00% 3	20.00% 2	20.00% 2	30.00% 3	10

Q30

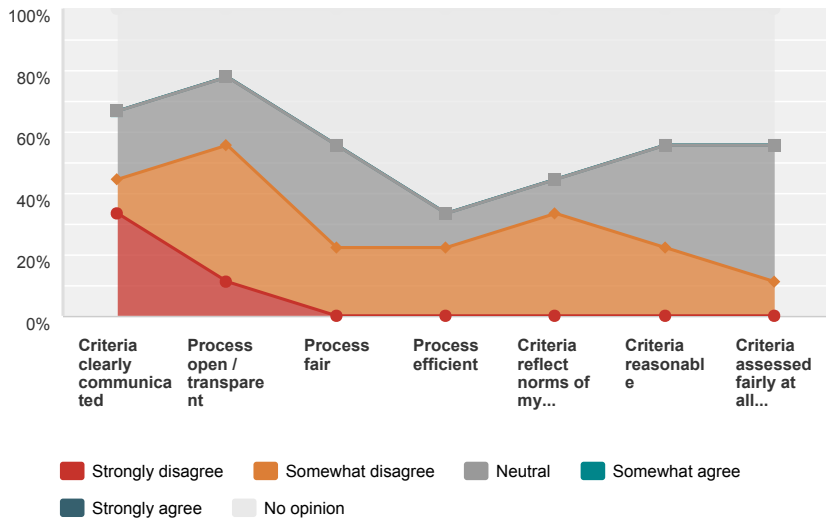
Do you have any additional comments about mentorship and collaboration? (optional)

Answered: 1 Skipped: 9

Q31

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

Answered: 9 Skipped: 1



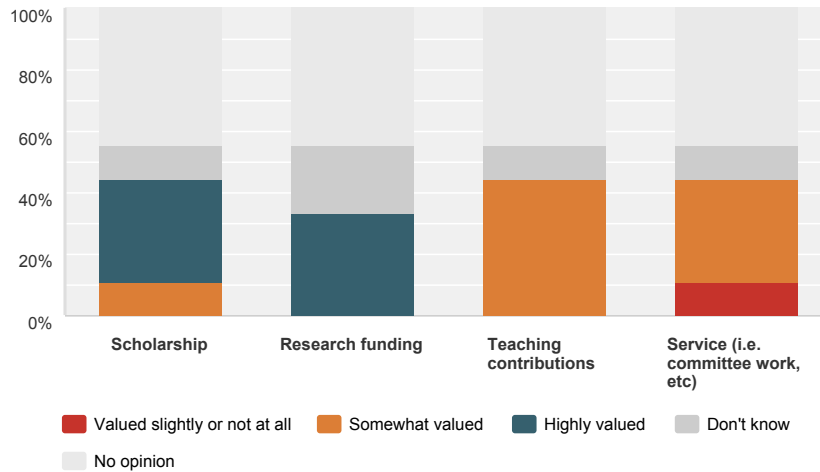
	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	No opinion	Total
Criteria clearly communicated	33.33% 3	11.11% 1	22.22% 2	0.00% 0	0.00% 0	33.33% 3	9

Process open / transparent	11.11% 1	44.44% 4	22.22% 2	0.00% 0	0.00% 0	22.22% 2	9
Process fair	0.00% 0	22.22% 2	33.33% 3	0.00% 0	0.00% 0	44.44% 4	9
Process efficient	0.00% 0	22.22% 2	11.11% 1	0.00% 0	0.00% 0	66.67% 6	9
Criteria reflect norms of my discipline	0.00% 0	33.33% 3	11.11% 1	0.00% 0	0.00% 0	55.56% 5	9
Criteria reasonable	0.00% 0	22.22% 2	33.33% 3	0.00% 0	0.00% 0	44.44% 4	9
Criteria assessed fairly at all levels	0.00% 0	11.11% 1	44.44% 4	0.00% 0	0.00% 0	44.44% 4	9

Q32

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

Answered: 9 Skipped: 1

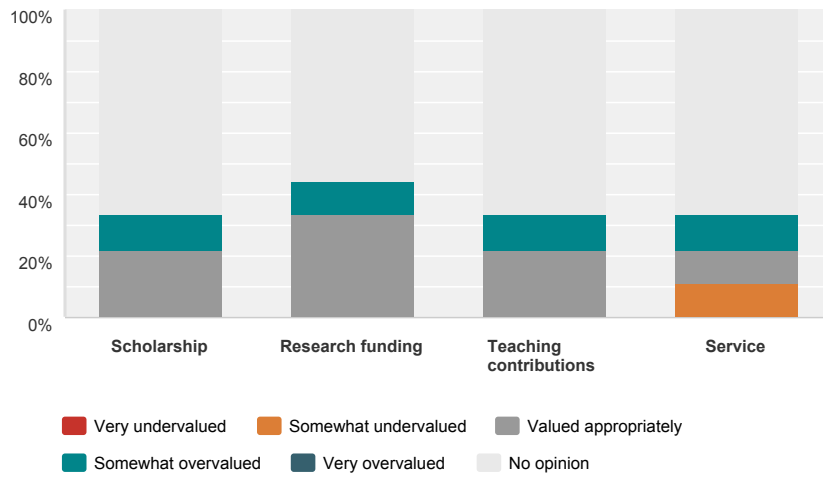


	Valued slightly or not at all	Somewhat valued	Highly valued	Don't know	No opinion	Total
Scholarship	0.00% 0	11.11% 1	33.33% 3	11.11% 1	44.44% 4	9
Research funding	0.00% 0	0.00% 0	33.33% 3	22.22% 2	44.44% 4	9
Teaching contributions	0.00% 0	44.44% 4	0.00% 0	11.11% 1	44.44% 4	9
Service (i.e. committee work,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

Q33

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

Answered: 9 Skipped: 1



	Very undervalued	Somewhat undervalued	Valued appropriately	Somewhat overvalued	Very overvalued	No opinion	Total
Scholarship	0.00% 0	0.00% 0	22.22% 2	11.11% 1	0.00% 0	66.67% 6	9
Research funding	0.00% 0	0.00% 0	33.33% 3	11.11% 1	0.00% 0	55.56% 5	9
Teaching contributions	0.00% 0	0.00% 0	22.22% 2	11.11% 1	0.00% 0	66.67% 6	9
Service	0.00% 0	11.11% 1	11.11% 1	11.11% 1	0.00% 0	66.67% 6	9

Q34

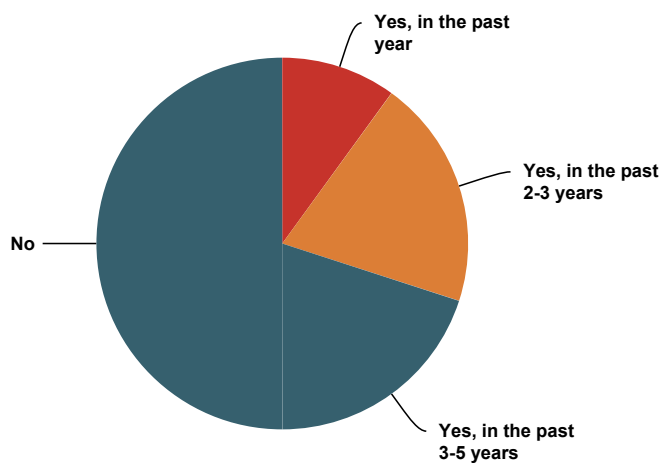
Do you have any additional comments about promotion and/or tenure? (optional)

Answered: 1 Skipped: 9

Q35

Have you applied for a job at another university recently?

Answered: 10 Skipped: 0



Answer Choices

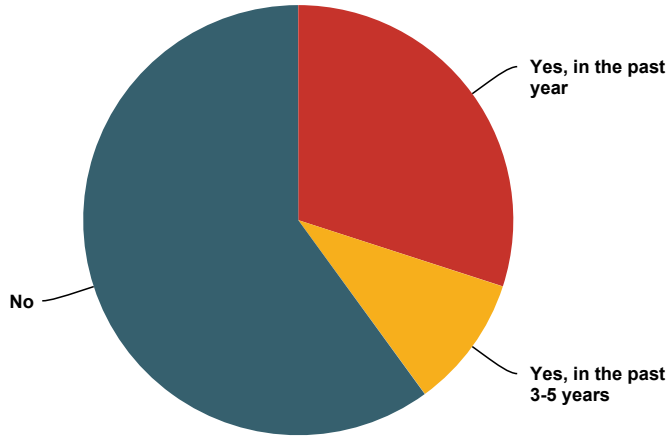
Responses

Yes, in the past year	10.00%	1
Yes, in the past 2-3 years	20.00%	2
Yes, in the past 3-5 years	20.00%	2
No	50.00%	5
Total		10

Q36

Have you applied for a job outside academia recently?

Answered: 10 Skipped: 0



Answer Choices	Responses	
Yes, in the past year	30.00%	3
Yes, in the past 2-3 years	0.00%	0
Yes, in the past 3-5 years	10.00%	1
No	60.00%	6
Total		10

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: 3

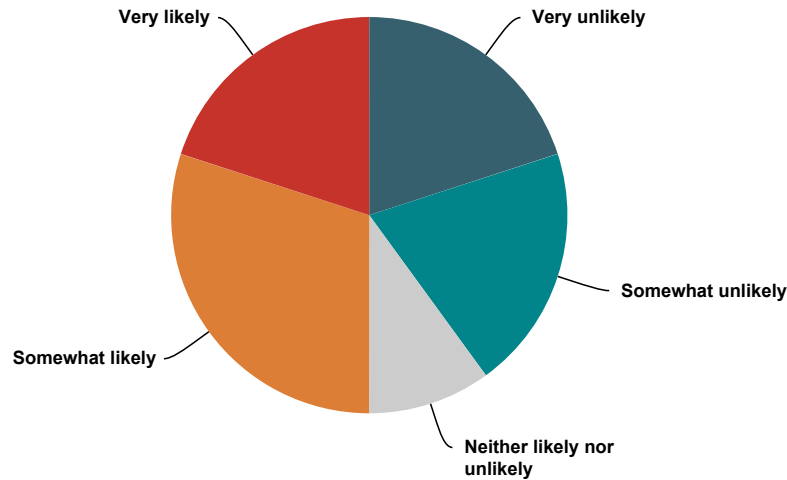
Answer Choices	Responses	
Salary	0.00%	0
Course load	0.00%	0
Administrative responsibilities	0.00%	0
Leave time	0.00%	0
Summer salary	0.00%	0
Special timing of the tenure clock	0.00%	0

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: 10 Skipped: 0



Answer Choices	Responses	
Very unlikely	20.00%	2
Somewhat unlikely	20.00%	2
Neither likely nor unlikely	10.00%	1
Somewhat likely	30.00%	3
Very likely	20.00%	2
Total		10

Q39

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

Answered: 10 Skipped: 0

	Not at all	To some extent	To a great extent	Not applicable	Total
To enhance your career in other ways	10.00% 1	20.00% 2	60.00% 6	10.00% 1	10
To increase your salary	0.00% 0	44.44% 4	44.44% 4	11.11% 1	9
To pursue a nonacademic job	20.00% 2	20.00% 2	40.00% 4	20.00% 2	10
To find a more supportive work environment	11.11% 1	44.44% 4	33.33% 3	11.11% 1	9
To reduce stress	22.22%	33.33%	33.33%	11.11%	

	2	3	3	1	9
To find a more satisfying intellectual environment	55.56% 5	11.11% 1	22.22% 2	11.11% 1	9
To increase your time to do research	33.33% 3	22.22% 2	22.22% 2	22.22% 2	9
To reduce workload	30.00% 3	40.00% 4	20.00% 2	10.00% 1	10
Retirement	33.33% 3	33.33% 3	22.22% 2	11.11% 1	9
Benefits	33.33% 3	22.22% 2	22.22% 2	22.22% 2	9
Great opportunities in my field	33.33% 3	33.33% 3	22.22% 2	11.11% 1	9
To improve your prospects for tenure	22.22% 2	44.44% 4	11.11% 1	22.22% 2	9
To address child-related issues	33.33% 3	22.22% 2	0.00% 0	44.44% 4	9
To improve the employment situation of your spouse/partner	55.56% 5	22.22% 2	0.00% 0	22.22% 2	9
To lower your cost of living	55.56% 5	22.22% 2	0.00% 0	22.22% 2	9
To live elsewhere	88.89% 8	0.00% 0	0.00% 0	11.11% 1	9

Q40

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

Answered: 10 Skipped: 0

	Not at all	To some extent	To a great extent	Not applicable	Total
Living in the area	10.00% 1	20.00% 2	50.00% 5	20.00% 2	10
Time to do research	30.00% 3	20.00% 2	40.00% 4	10.00% 1	10
Supportive work environment	50.00% 5	20.00% 2	30.00% 3	0.00% 0	10
Open intellectual environment	40.00% 4	30.00% 3	30.00% 3	0.00% 0	10
Employment situation of your spouse/partner	30.00% 3	10.00% 1	30.00% 3	30.00% 3	10
Benefits	40.00% 4	30.00% 3	20.00% 2	10.00% 1	10
Salary	50.00% 5	20.00% 2	10.00% 1	20.00% 2	10
Other career benefits	50.00% 5	30.00% 3	10.00% 1	10.00% 1	10
Child-related issues	40.00% 4	0.00% 0	10.00% 1	50.00% 5	10
Cost of living	50.00% 5	20.00% 2	10.00% 1	20.00% 2	10
Tenure or prospects for tenure	60.00% 6	10.00% 1	0.00% 0	30.00% 3	10
Stress level	60.00% 6	20.00% 2	0.00% 0	20.00% 2	10
Workload	50.00% 5	30.00% 3	0.00% 0	20.00% 2	10

Retirement	60.00% 6	20.00% 2	0.00% 0	20.00% 2	10
Lack of opportunities in my field	50.00% 5	30.00% 3	0.00% 0	20.00% 2	10

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: 10 Skipped: 0

	Not at all	Somewhat	Extensive	Not applicable	Total
Time to spend with family	10.00% 1	40.00% 4	40.00% 4	10.00% 1	10
Managing household responsibilities	10.00% 1	60.00% 6	20.00% 2	10.00% 1	10
Childcare	50.00% 5	0.00% 0	20.00% 2	30.00% 3	10
Your health	70.00% 7	10.00% 1	10.00% 1	10.00% 1	10
Being part of a dual-career couple	20.00% 2	60.00% 6	10.00% 1	10.00% 1	10
Care of someone who is ill, disabled, aging, and/or in need of special services	50.00% 5	20.00% 2	0.00% 0	30.00% 3	10
Cost of living	44.44% 4	44.44% 4	0.00% 0	11.11% 1	9
Commuting to and from work	60.00% 6	30.00% 3	0.00% 0	10.00% 1	10

Q42

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

Answered: 9 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	4	7
23+ yrs	1	5	6

Total Respondents: 9

Q43

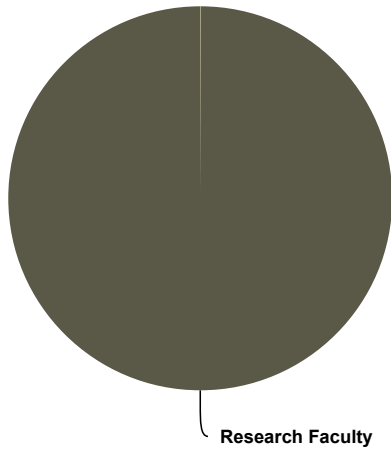
Do you have any additional comments about hiring and retention? (optional)

Answered: 1 Skipped: 9

Q44

What is your current position?

Answered: 10 Skipped: 0



Answer Choices	Responses
Tenure-track faculty, with tenure	0.00% 0
Tenure-track faculty, untenured	0.00% 0
Teaching Faculty	0.00% 0
Research Faculty	100.00% 10
Library Faculty	0.00% 0
Other	0.00% 0
I prefer not to say	0.00% 0
Total	10

Q45

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

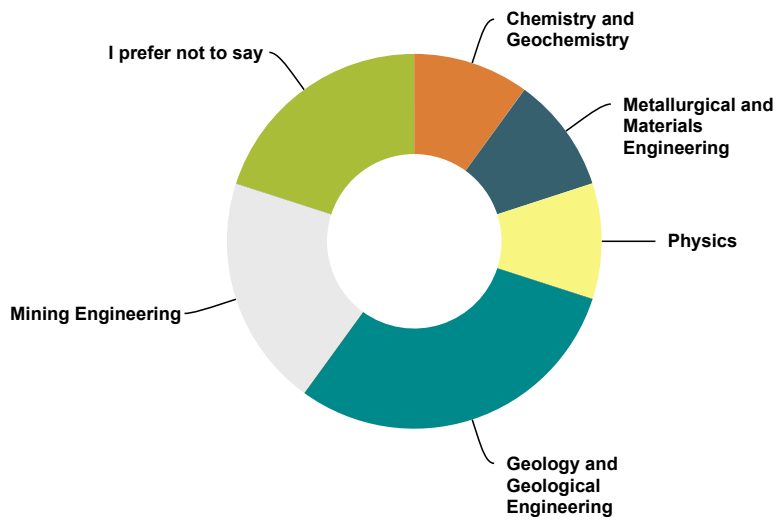
Answered: 10 Skipped: 0

Answer Choices	Responses
1-3 years	40.00% 4
4-9 years	40.00% 4
10+ years	0.00% 0
I prefer not to say	20.00% 2
Total	10

Q46

In which department/unit is your primary appointment?

Answered: 10 Skipped: 0



Answer Choices	Responses
Chemical and Biological Engineering	0.00% 0
Chemistry and Geochemistry	10.00% 1
Metallurgical and Materials Engineering	10.00% 1
Physics	10.00% 1
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	30.00% 3
Geophysics	0.00% 0
Liberal Arts and International Studies	0.00% 0
Library	0.00% 0
Military Science/ROTC	0.00% 0
Mining Engineering	20.00% 2
Petroleum Engineering	0.00% 0
Physical Education and Athletics	0.00% 0
I prefer not to say	20.00% 2
Total	10

Q47

Gender

Answered: 10 Skipped: 0

Answer Choices	Responses
Male	50.00% 5
Female	30.00% 3
I prefer not to say	20.00% 2
Total	10

Q48

Race/ethnicity

Answered: 10 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	70.00%	7
I prefer not to say	30.00%	3
Total		10

Q49

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

Answered: 0 Skipped: 10

Q50

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

Answered: 2 Skipped: 8