

CSM Faculty Climate Survey - Teaching Faculty

These are summary results for teaching faculty only.

All Pages

47 responses

238 days (January 21, 2014 - now)

27 views

Q1

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

Answered: 47 Skipped: 0

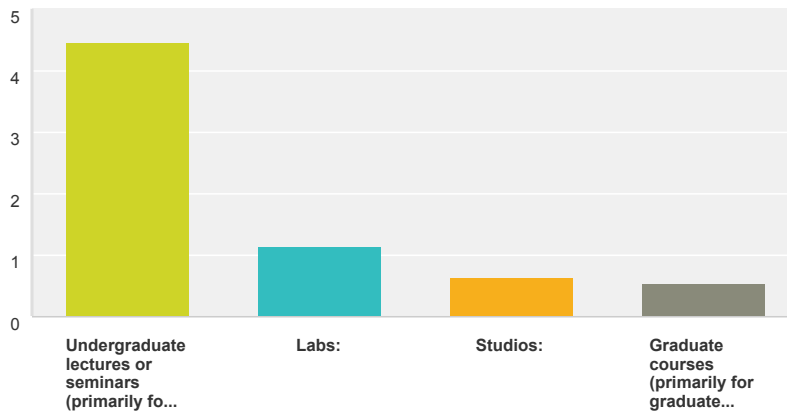
Answer Choices	Average Number	Total Number	Responses
Total number of sections/courses taught:	6	270	47
Total distinct preps (# sections):	4	185	46
Total credit hours delivered:	16	648	41
Total credit hours bought-out for research:	0	6	41
Total students in all sections:	285	12,840	45

Total Respondents: 47

Q2

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

Answered: 45 Skipped: 2



Answer Choices	Average Number	Total Number	Responses
Undergraduate lectures or seminars (primarily for undergraduates):	4	197	44
Labs:	1	36	31
Studios:	1	22	34
Graduate courses (primarily for graduate students):	1	18	32

Total Respondents: 45

Q3

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

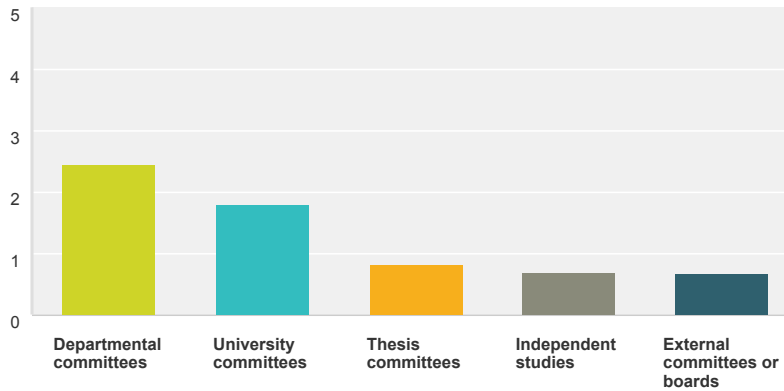
Answered: 47 Skipped: 0

Answer Choices	Responses	
Yes, research related (e.g. charge-outs)	2.13%	1
Yes, service or administration related (e.g. program director, dept head., etc.)	25.53%	12
Yes, for other reasons	10.64%	5
No	61.70%	29
Total Respondents: 47		

Q4

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

Answered: 47 Skipped: 0



Answer Choices	Average Number	Total Number	Responses
Departmental committees	2	113	46
University committees	2	68	38
Thesis committees	1	32	39
Independent studies	1	27	38
External committees or boards	1	24	35
Total Respondents: 47			

Q5

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

Answered: 47 Skipped: 0

	Never	Yes, during 2013 FDR	Yes, prior service	Total Respondents
Course coordinator	29.55% 13	52.27% 23	38.64% 17	44

Other administrative capacity (e.g. assistant dept head)	64.29% 27	30.95% 13	16.67% 7	42
Chair of a departmental or university committee	65.00% 26	30.00% 12	15.00% 6	40
Director of center, program, or institute	83.33% 35	9.52% 4	14.29% 6	42
Director or Head of department/division	100.00% 40	0.00% 0	0.00% 0	40

Q6

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

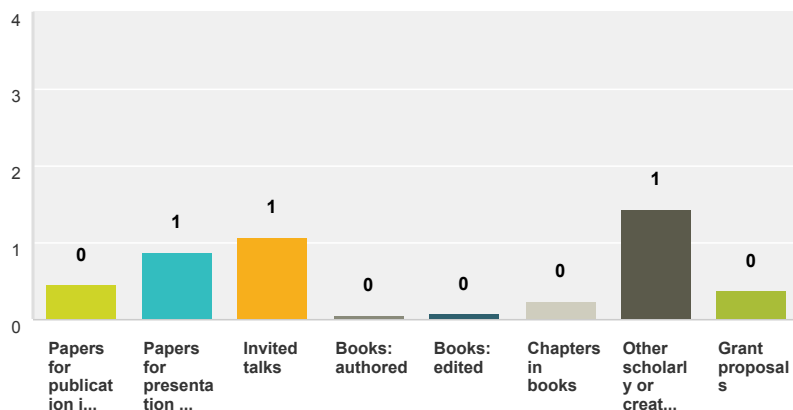
Answered: 40 Skipped: 7

	Teaching relief	Extra compensation	No	Total Respondents
Director or Head of department/division	0.00% 0	0.00% 0	100.00% 22	22
Director of center, program, or institute	11.54% 3	7.69% 2	84.62% 22	26
Chair of a committee	0.00% 0	0.00% 0	100.00% 28	28
Course coordinator	8.33% 3	2.78% 1	91.67% 33	36
Other administrative capacity (e.g. assistant dept head)	28.57% 8	10.71% 3	67.86% 19	28

Q7

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

Answered: 45 Skipped: 2



Answer Choices

Average Number

Total Number

Responses

Papers for publication in peer-reviewed journals	0	19	42
Papers for presentation at conferences	1	39	44
Invited talks	1	43	40
Books: authored	0	2	38
Books: edited	0	3	39
Chapters in books	0	10	40
Other scholarly or creative works	1	55	38
Grant proposals	0	15	39

Total Respondents: 45

Q8

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

Answered: 40 Skipped: 7

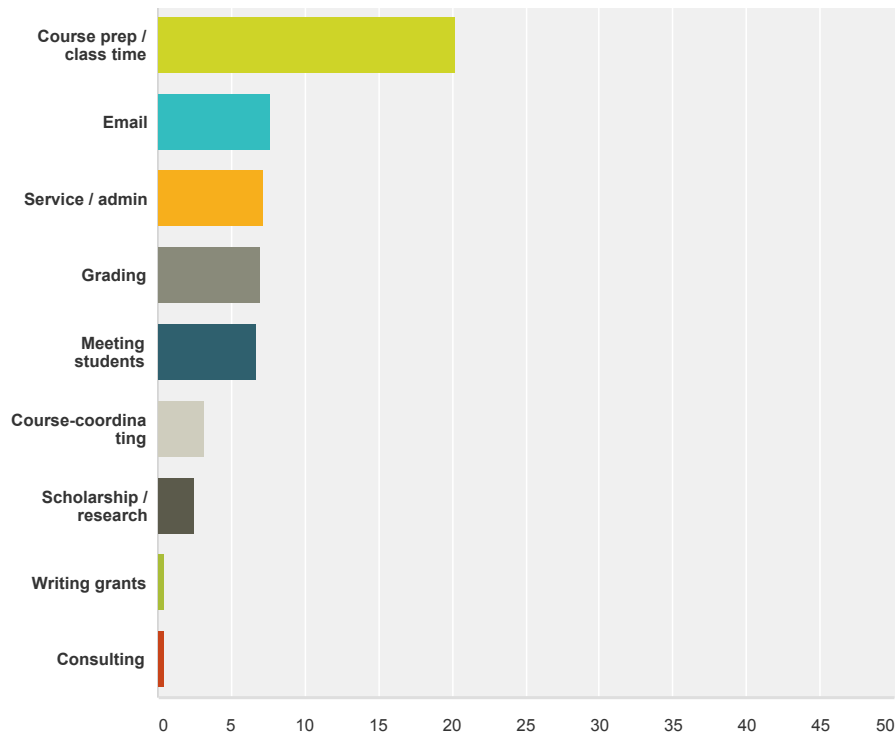
Answer Choices	Average Number	Total Number	Responses
# MS students/advisees	0	7	40
# PhD students/advisees	0	4	39

Total Respondents: 40

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: 46 Skipped: 1



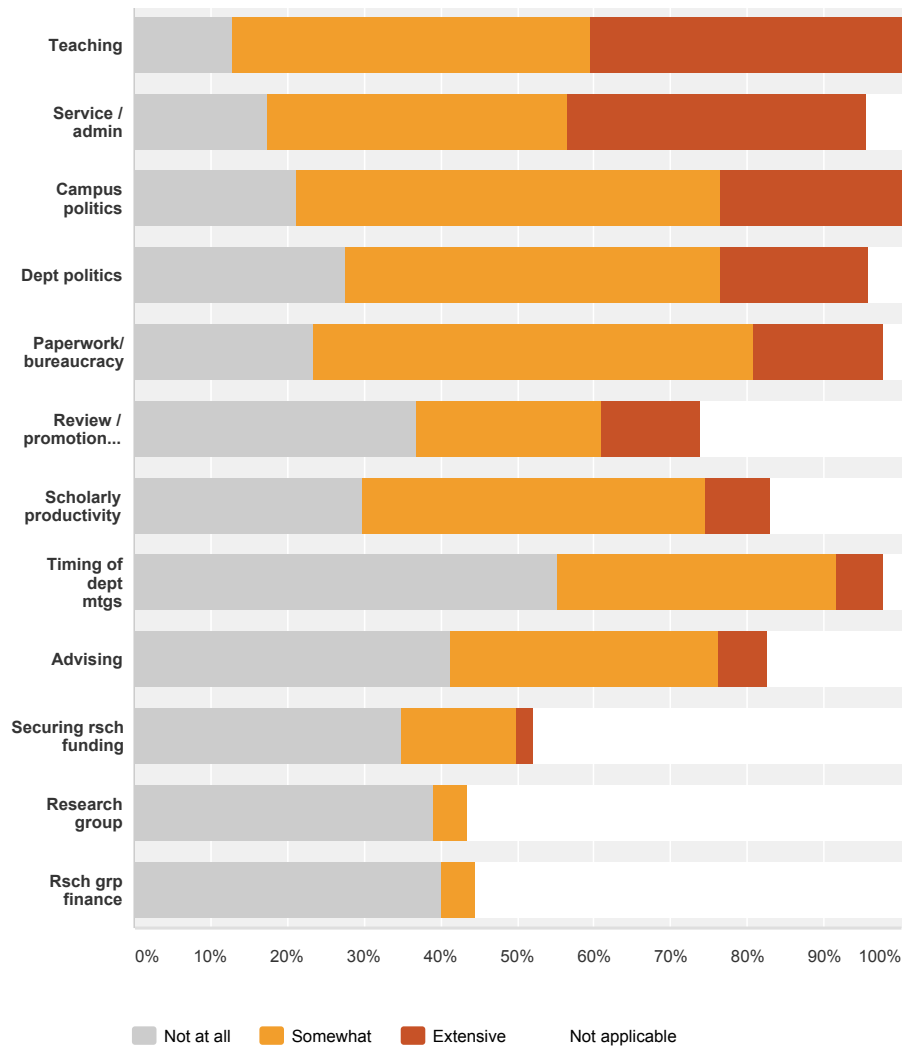
Answer Choices	Average Number	Total Number	Responses
Course prep / class time	20	931	46
Email	8	349	46
Service / admin	7	316	44
Grading	7	323	46
Meeting students	7	307	46
Course-coordinating	3	137	44
Scholarship / research	3	114	45
Writing grants	0	17	42
Consulting	0	15	40

Total Respondents: 46

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: 47 Skipped: 0

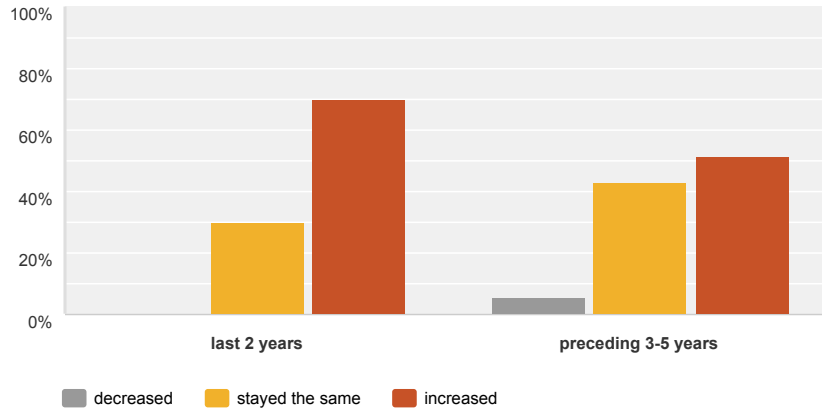


	Not at all	Somewhat	Extensive	Not applicable	Total
Teaching	12.77% 6	46.81% 22	40.43% 19	0.00% 0	47
Service / admin	17.39% 8	39.13% 18	39.13% 18	4.35% 2	46
Campus politics	21.28% 10	55.32% 26	23.40% 11	0.00% 0	47
Dept politics	27.66% 13	48.94% 23	19.15% 9	4.26% 2	47
Paperwork/ bureaucracy	23.40% 11	57.45% 27	17.02% 8	2.13% 1	47
Review / promotion process	36.96% 17	23.91% 11	13.04% 6	26.09% 12	46
Scholarly productivity	29.79% 14	44.68% 21	8.51% 4	17.02% 8	47
Timing of dept mtgs	55.32% 26	36.17% 17	6.38% 3	2.13% 1	47
Advising	41.30% 19	34.78% 16	6.52% 3	17.39% 8	46
Securing rsch funding	34.78% 16	15.22% 7	2.17% 1	47.83% 22	46
Research group	39.13% 18	4.35% 2	0.00% 0	56.52% 26	46
Rsch grp finance	40.00% 18	4.44% 2	0.00% 0	55.56% 25	45

Q11

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

Answered: 44 Skipped: 3

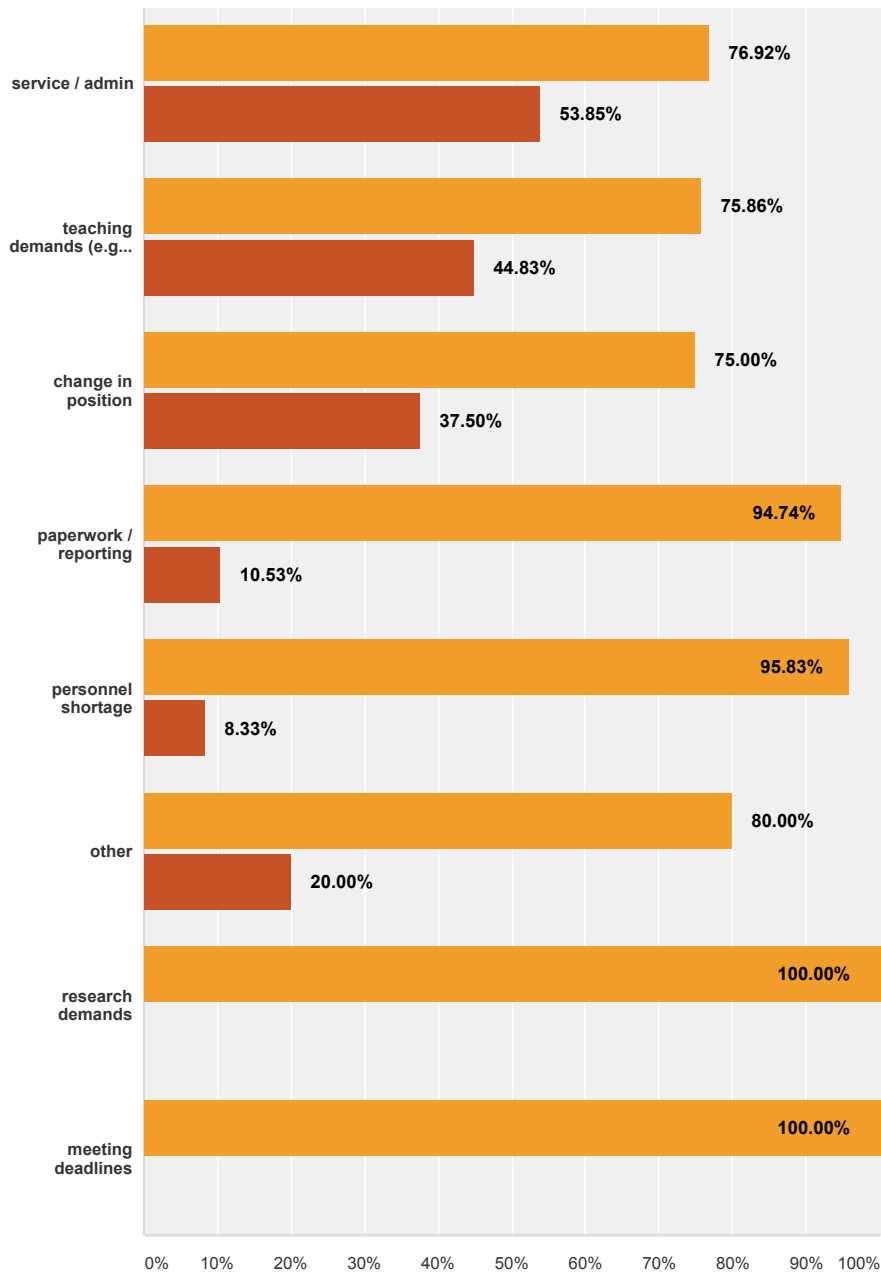


	decreased	stayed the same	increased	Total
last 2 years	0.00% 0	30.23% 13	69.77% 30	43
preceding 3-5 years	5.71% 2	42.86% 15	51.43% 18	35

Q12

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

Answered: 35 Skipped: 12



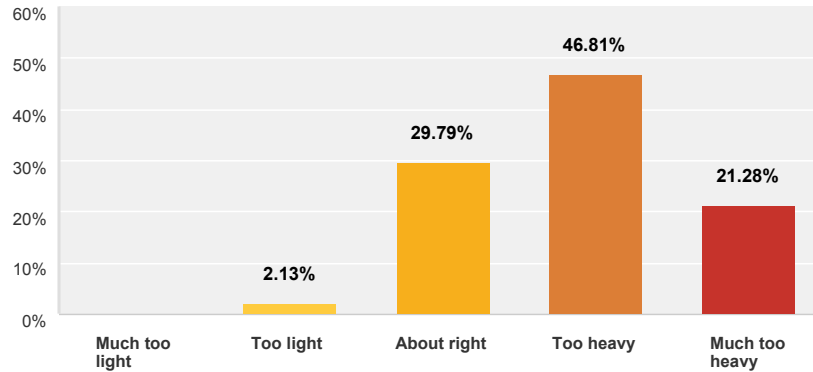
■ contributed to increase (check all that apply)
 ■ single most significant factor (check one)

	contributed to increase (check all that apply)	single most significant factor (check one)	Total Respondents
service / admin	76.92% 20	53.85% 14	26
teaching demands (e.g. increased student numbers)	75.86% 22	44.83% 13	29
change in position	75.00% 12	37.50% 6	16
paperwork / reporting	94.74% 18	10.53% 2	19
personnel shortage	95.83% 23	8.33% 2	24
other	80.00% 4	20.00% 1	5
research demands	100.00% 5	0.00% 0	5

Q13

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

Answered: 47 Skipped: 0



Answer Choices	Responses
Much too light	0.00% 0
Too light	2.13% 1
About right	29.79% 14
Too heavy	46.81% 22
Much too heavy	21.28% 10
Total	47

Q14

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

Answered: 18 Skipped: 29

Q15

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

Answered: 47 Skipped: 0

	Very dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Very satisfied	Not applicable	Total
Length of contract	42.55% 20	25.53% 12	14.89% 7	8.51% 4	0.00% 0	8.51% 4	47
Salary	21.28% 10	31.91% 15	8.51% 4	31.91% 15	6.38% 3	0.00% 0	47
Start-up funds	14.89% 7	6.38% 3	19.15% 9	8.51% 4	10.64% 5	40.43% 19	47
Benefits	2.13%	4.26%	8.51%	14.89%	68.09%	2.13%	

Q16

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

Answered: 47 Skipped: 0

	Very dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Very satisfied	Not applicable	Total
Number or breadth of faculty within department/unit to deliver curriculum	25.53% 12	34.04% 16	6.38% 3	14.89% 7	8.51% 4	10.64% 5	47
Classroom space	12.77% 6	23.40% 11	6.38% 3	34.04% 16	21.28% 10	2.13% 1	47
Computer resources	12.77% 6	12.77% 6	27.66% 13	25.53% 12	17.02% 8	4.26% 2	47
Availability of nearby parking	10.64% 5	21.28% 10	17.02% 8	23.40% 11	23.40% 11	4.26% 2	47
Instructional/classroom technology	10.64% 5	25.53% 12	14.89% 7	25.53% 12	21.28% 10	2.13% 1	47
Number or breadth of faculty within department/unit to advance research	8.51% 4	14.89% 7	27.66% 13	8.51% 4	10.64% 5	29.79% 14	47
Staff support	4.26% 2	21.28% 10	25.53% 12	23.40% 11	25.53% 12	0.00% 0	47
Support for submitting grants	4.26% 2	4.26% 2	19.15% 9	8.51% 4	2.13% 1	61.70% 29	47
Library resources	2.13% 1	10.64% 5	42.55% 20	14.89% 7	17.02% 8	12.77% 6	47
Office space	0.00% 0	10.64% 5	12.77% 6	31.91% 15	44.68% 21	0.00% 0	47
Lab or research space	0.00% 0	6.38% 3	12.77% 6	10.64% 5	2.13% 1	68.09% 32	47

Q17

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

Answered: 47 Skipped: 0

	Very dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Very satisfied	Not applicable	Total
Time available for scholarly work	23.40% 11	23.40% 11	8.51% 4	10.64% 5	6.38% 3	27.66% 13	47
Committee and administrative responsibilities	14.89% 7	23.40% 11	23.40% 11	23.40% 11	8.51% 4	6.38% 3	47
Intellectual stimulation of your work environment	6.38% 3	12.77% 6	10.64% 5	38.30% 18	25.53% 12	6.38% 3	47
Teaching responsibilities	4.26% 2	8.51% 4	6.38% 3	29.79% 14	51.06% 24	0.00% 0	47
Access to teaching assistants	2.13% 1	27.66% 13	17.02% 8	10.64% 5	31.91% 15	10.64% 5	47
Advising responsibilities	0.00% 0	2.17% 1	19.57% 9	39.13% 18	17.39% 8	21.74% 10	46

Quality of graduate students	0.00% 0	8.51% 4	14.89% 7	4.26% 2	17.02% 8	55.32% 26	47
Access to students for research projects	0.00% 0	4.26% 2	19.15% 9	6.38% 3	2.13% 1	68.09% 32	47

Q18

How important are the following to you?:

Answered: 47 Skipped: 0

	Very important	Somewhat important	Neutral	Somewhat unimportant	Not very important	Not applicable	Total
Teaching undergraduate students	89.36% 42	10.64% 5	0.00% 0	0.00% 0	0.00% 0	0.00% 0	47
Academic freedom	70.21% 33	14.89% 7	8.51% 4	2.13% 1	2.13% 1	2.13% 1	47
Open environment for discussing differing ideas	68.09% 32	19.15% 9	8.51% 4	2.13% 1	2.13% 1	0.00% 0	47
Faculty input in decision-making	65.96% 31	27.66% 13	2.13% 1	2.13% 1	2.13% 1	0.00% 0	47
Diversity on campus	46.81% 22	29.79% 14	12.77% 6	4.26% 2	6.38% 3	0.00% 0	47
Intellectual activities with colleagues	34.04% 16	42.55% 20	12.77% 6	0.00% 0	8.51% 4	2.13% 1	47
Conducting research/scholarship	17.02% 8	40.43% 19	14.89% 7	6.38% 3	8.51% 4	12.77% 6	47
Engage in student life/ activities	17.02% 8	51.06% 24	12.77% 6	12.77% 6	6.38% 3	0.00% 0	47
Engage in service/ committee work	17.02% 8	51.06% 24	19.15% 9	4.26% 2	6.38% 3	2.13% 1	47
Teaching graduate students	10.64% 5	19.15% 9	29.79% 14	4.26% 2	12.77% 6	23.40% 11	47
Social activities with colleagues	10.64% 5	48.94% 23	23.40% 11	6.38% 3	10.64% 5	0.00% 0	47

Q19

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

Answered: 11 Skipped: 36

Q20

Please indicate your agreement or disagreement with the following statements:

Answered: 47 Skipped: 0

	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	Not applicable	Total
The creation of colleges has made my professional life better	26.09% 12	15.22% 7	36.96% 17	6.52% 3	6.52% 3	8.70% 4	46
I feel comfortable	8.51%	23.40%	10.64%	34.04%	23.40%	0.00%	

expressing my views openly	4	11	5	16	11	0	47
I am able to make decisions about my areas of responsibility	8.51% 4	14.89% 7	12.77% 6	40.43% 19	19.15% 9	4.26% 2	47
My colleagues value my research/scholarship	6.67% 3	15.56% 7	13.33% 6	24.44% 11	6.67% 3	33.33% 15	45
My colleagues value my contributions to teaching and advising	6.38% 3	12.77% 6	0.00% 0	40.43% 19	38.30% 18	2.13% 1	47
My colleagues value my service and administrative contributions	4.26% 2	12.77% 6	17.02% 8	44.68% 21	19.15% 9	2.13% 1	47
The quality of my scholarship is positively affected by my interactions with CSM colleagues	4.35% 2	10.87% 5	21.74% 10	28.26% 13	13.04% 6	21.74% 10	46
I have to work harder than some of my colleagues to be perceived as a legitimate scholar	4.35% 2	6.52% 3	28.26% 13	28.26% 13	19.57% 9	13.04% 6	46
If I had to decide all over again to be a faculty member at CSM, I would again chose to be here	4.26% 2	6.38% 3	12.77% 6	27.66% 13	46.81% 22	2.13% 1	47
I feel I am given the opportunity to serve on important committees	2.13% 1	10.64% 5	21.28% 10	19.15% 9	40.43% 19	6.38% 3	47
My department/unit is a good fit for me	2.13% 1	14.89% 7	10.64% 5	29.79% 14	42.55% 20	0.00% 0	47
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	10.64% 5	17.02% 8	23.40% 11	44.68% 21	4.26% 2	47

Q21

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

Answered: 47 Skipped: 0

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	Not applicable	Total
Decision-making is efficient	14.89% 7	23.40% 11	17.02% 8	27.66% 13	14.89% 7	2.13% 1	47
Decision-making is collaborative and transparent	8.51% 4	27.66% 13	10.64% 5	34.04% 16	17.02% 8	2.13% 1	47
Decision-making reflects sound priorities and relevant data	8.51% 4	31.91% 15	17.02% 8	21.28% 10	19.15% 9	2.13% 1	47
I feel comfortable, included, and valued	6.38% 3	14.89% 7	8.51% 4	36.17% 17	34.04% 16	0.00% 0	47
I have a voice in	4.26%	10.64%	17.02%	44.68%	21.28%	2.13%	

decision-making	2	5	8	21	10	1	47
Department/unit creates a collegial and supportive environment	2.17% 1	13.04% 6	15.22% 7	32.61% 15	36.96% 17	0.00% 0	46
Department/unit helps me obtain or manage the resources I need	2.13% 1	12.77% 6	19.15% 9	38.30% 18	25.53% 12	2.13% 1	47
Decision-making is fair	2.13% 1	29.79% 14	14.89% 7	29.79% 14	21.28% 10	2.13% 1	47
Interdisciplinary research is valued and supported	0.00% 0	14.89% 7	6.38% 3	21.28% 10	29.79% 14	27.66% 13	47
Diversity of opinion is respected and valued	0.00% 0	17.02% 8	25.53% 12	36.17% 17	21.28% 10	0.00% 0	47

Q22

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

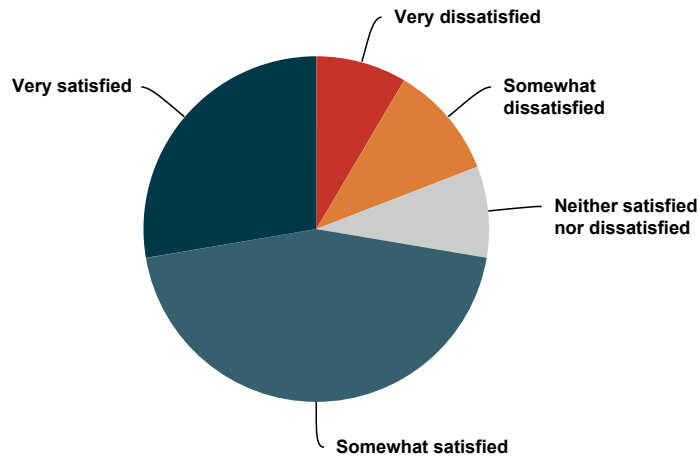
Answered: 47 Skipped: 0

	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	Not applicable	Total
Decision-making is efficient	32.61% 15	28.26% 13	26.09% 12	2.17% 1	10.87% 5	0.00% 0	46
Decision-making is collaborative and transparent	30.43% 14	39.13% 18	19.57% 9	4.35% 2	6.52% 3	0.00% 0	46
I have a voice in decision-making	30.43% 14	23.91% 11	34.78% 16	2.17% 1	8.70% 4	0.00% 0	46
Decision-making reflects sound priorities and relevant data	26.09% 12	28.26% 13	30.43% 14	4.35% 2	10.87% 5	0.00% 0	46
Decision-making is fair	19.15% 9	42.55% 20	23.40% 11	8.51% 4	6.38% 3	0.00% 0	47
Diversity of opinion is respected and valued	17.39% 8	15.22% 7	43.48% 20	15.22% 7	8.70% 4	0.00% 0	46
CSM helps me obtain or manage the resources I need	12.77% 6	19.15% 9	25.53% 12	25.53% 12	14.89% 7	2.13% 1	47
CSM creates a collegial and supportive environment	10.87% 5	8.70% 4	30.43% 14	36.96% 17	13.04% 6	0.00% 0	46
I feel comfortable, included, and valued	10.87% 5	21.74% 10	28.26% 13	30.43% 14	8.70% 4	0.00% 0	46
Interdisciplinary research is valued and supported	6.52% 3	10.87% 5	15.22% 7	30.43% 14	10.87% 5	26.09% 12	46

Q23

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

Answered: 47 Skipped: 0

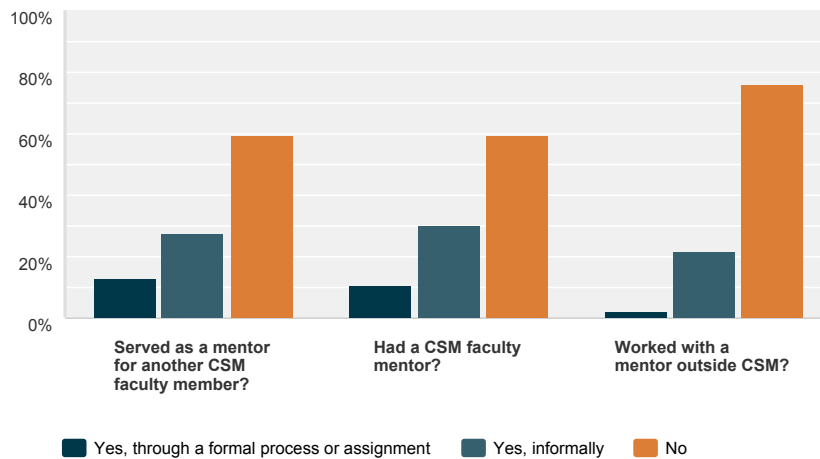


Answer Choices	Responses	
Very dissatisfied	8.51%	4
Somewhat dissatisfied	10.64%	5
Neither satisfied nor dissatisfied	8.51%	4
Somewhat satisfied	44.68%	21
Very satisfied	27.66%	13
Total		47

Q24

While at CSM, have you:

Answered: 47 Skipped: 0



	Yes, through a formal process or assignment	Yes, informally	No	Total
Served as a mentor for another CSM faculty member?	12.77% 6	27.66% 13	59.57% 28	47
Had a CSM faculty mentor?	10.64% 5	29.79% 14	59.57% 28	47

Worked with a mentor outside CSM?

2.17%
1

21.74%
10

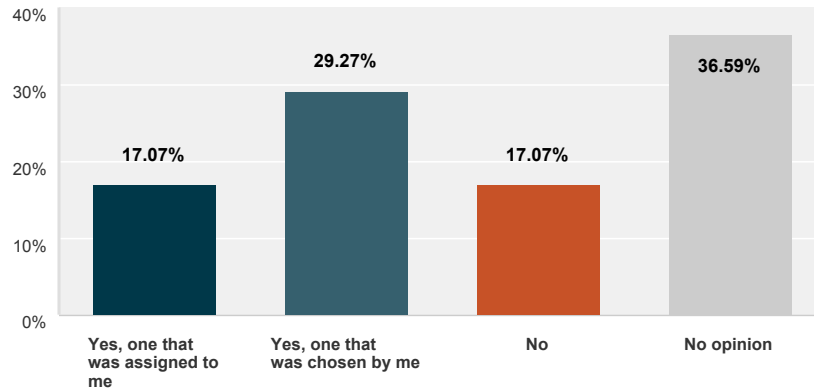
76.09%
35

46

Q25

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

Answered: 41 Skipped: 6

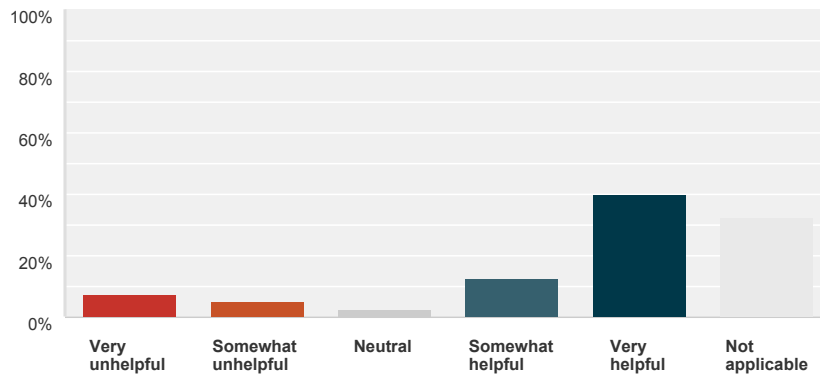


Answer Choices	Responses	
Yes, one that was assigned to me	17.07%	7
Yes, one that was chosen by me	29.27%	12
No	17.07%	7
No opinion	36.59%	15
Total		41

Q26

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

Answered: 40 Skipped: 7



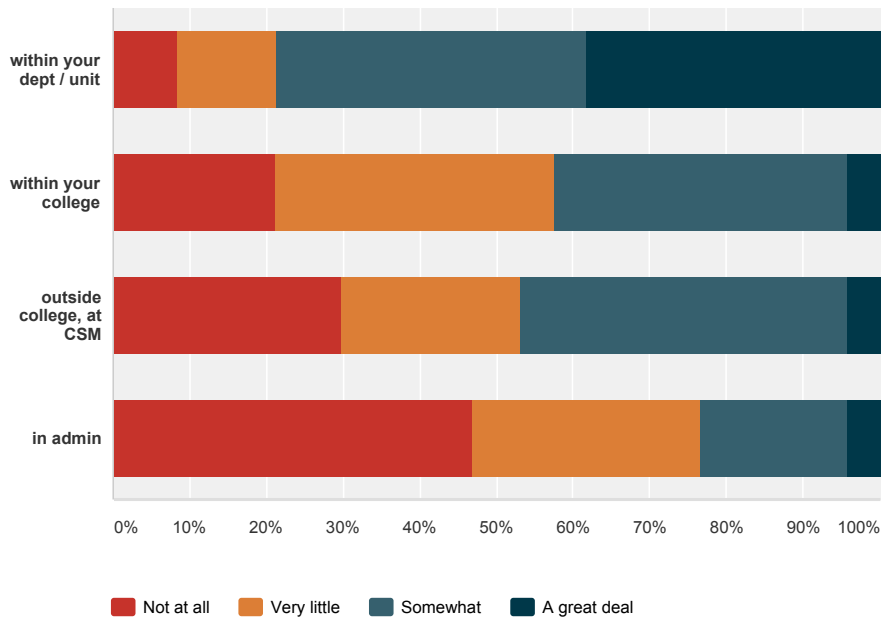
Answer Choices	Responses	
Very unhelpful	7.50%	3
Somewhat unhelpful	5.00%	2
Neutral	2.50%	1

Somewhat helpful	12.50%	5
Very helpful	40.00%	16
Not applicable	32.50%	13
Total		40

Q27

To what extent have you collaborated with colleagues:

Answered: 47 Skipped: 0

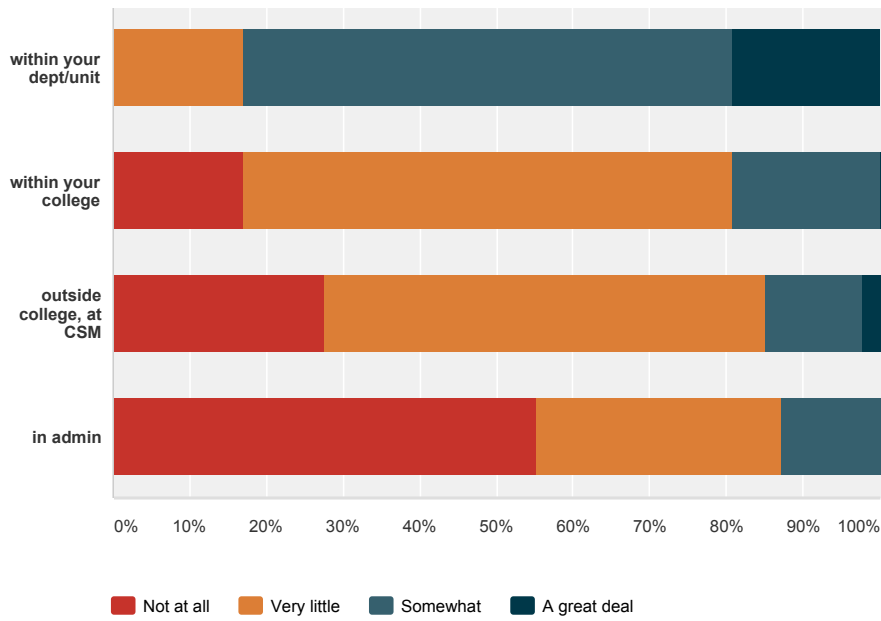


	Not at all	Very little	Somewhat	A great deal	Total
within your dept / unit	8.51% 4	12.77% 6	40.43% 19	38.30% 18	47
within your college	21.28% 10	36.17% 17	38.30% 18	4.26% 2	47
outside college, at CSM	29.79% 14	23.40% 11	42.55% 20	4.26% 2	47
in admin	46.81% 22	29.79% 14	19.15% 9	4.26% 2	47

Q28

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

Answered: 47 Skipped: 0

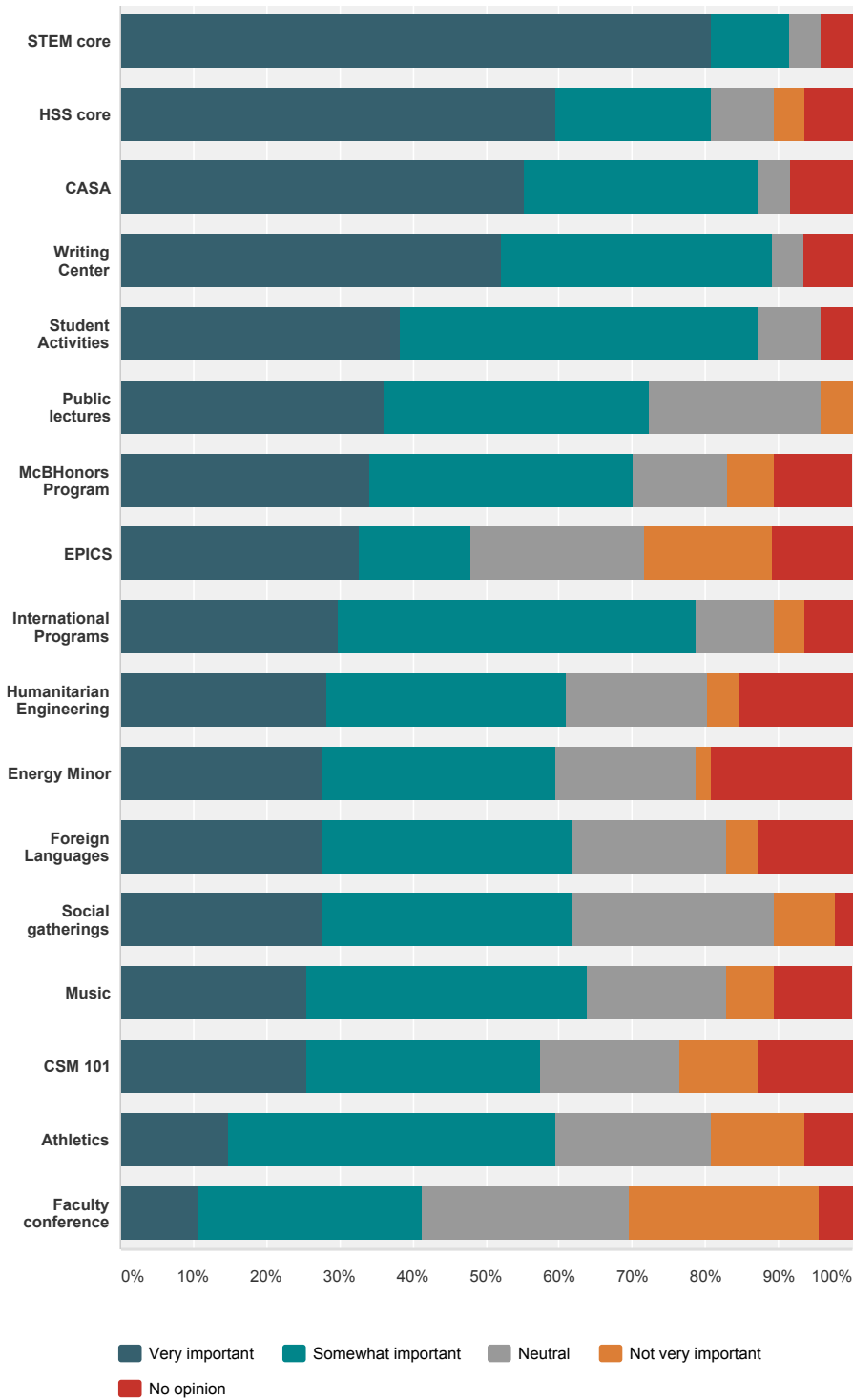


	Not at all	Very little	Somewhat	A great deal	Total
within your dept/unit	0.00% 0	17.02% 8	63.83% 30	19.15% 9	47
within your college	17.02% 8	63.83% 30	19.15% 9	0.00% 0	47
outside college, at CSM	27.66% 13	57.45% 27	12.77% 6	2.13% 1	47
in admin	55.32% 26	31.91% 15	12.77% 6	0.00% 0	47

Q29

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

Answered: 47 Skipped: 0



	Very important	Somewhat important	Neutral	Not very important	No opinion	Total
STEM core	80.85% 38	10.64% 5	4.26% 2	0.00% 0	4.26% 2	47
HSS core	59.57% 28	21.28% 10	8.51% 4	4.26% 2	6.38% 3	47
CASA	55.32% 26	31.91% 15	4.26% 2	0.00% 0	8.51% 4	47
Writing Center	52.17% 24	36.96% 17	4.35% 2	0.00% 0	6.52% 3	46
Student Activities	38.30% 18	48.94% 23	8.51% 4	0.00% 0	4.26% 2	47
Public lectures	36.17% 17	36.17% 17	23.40% 11	4.26% 2	0.00% 0	47
McBHonors	34.04%	36.17%	12.77%	6.38%	10.64%	

Program	16	17	6	3	5	47
EPICS	32.61% 15	15.22% 7	23.91% 11	17.39% 8	10.87% 5	46
International Programs	29.79% 14	48.94% 23	10.64% 5	4.26% 2	6.38% 3	47
Humanitarian Engineering	28.26% 13	32.61% 15	19.57% 9	4.35% 2	15.22% 7	46
Energy Minor	27.66% 13	31.91% 15	19.15% 9	2.13% 1	19.15% 9	47
Foreign Languages	27.66% 13	34.04% 16	21.28% 10	4.26% 2	12.77% 6	47
Social gatherings	27.66% 13	34.04% 16	27.66% 13	8.51% 4	2.13% 1	47
Music	25.53% 12	38.30% 18	19.15% 9	6.38% 3	10.64% 5	47
CSM 101	25.53% 12	31.91% 15	19.15% 9	10.64% 5	12.77% 6	47
Athletics	14.89% 7	44.68% 21	21.28% 10	12.77% 6	6.38% 3	47
Faculty conference	10.87% 5	30.43% 14	28.26% 13	26.09% 12	4.35% 2	46

Q30

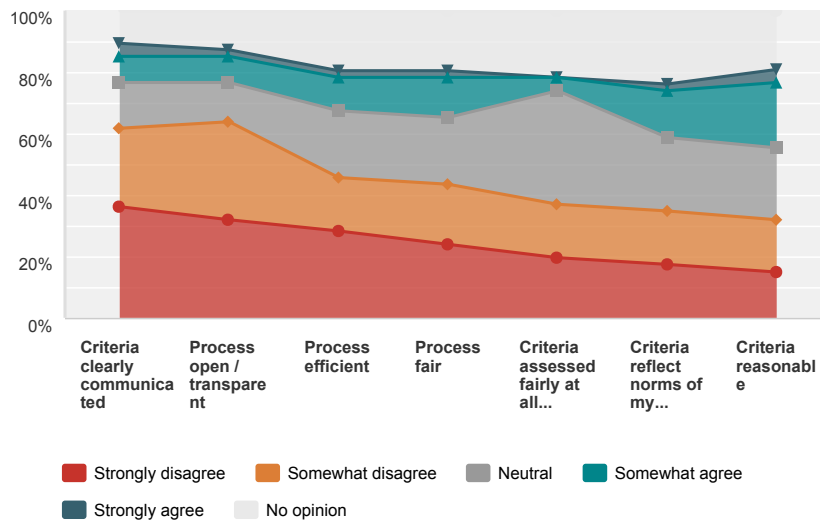
Do you have any additional comments about mentorship and collaboration? (optional)

Answered: 5 Skipped: 42

Q31

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

Answered: 47 Skipped: 0



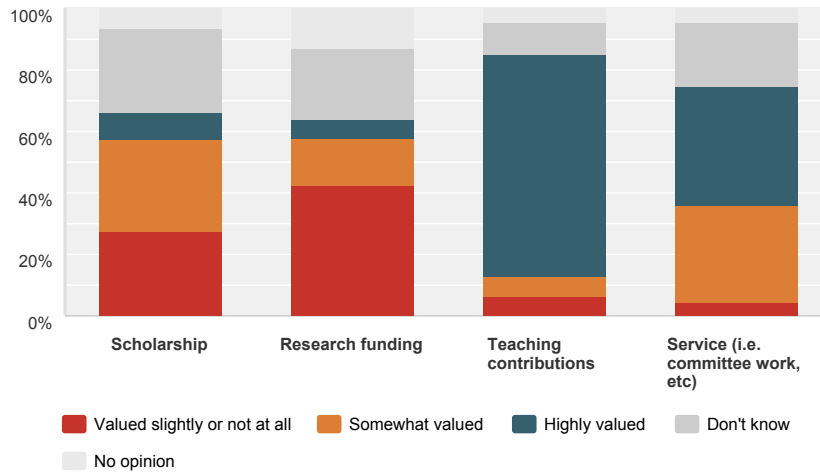
	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	No opinion	Total
Criteria clearly communicated	36.17% 17	25.53% 12	14.89% 7	8.51% 4	4.26% 2	10.64% 5	47

Process open / transparent	31.91% 15	31.91% 15	12.77% 6	8.51% 4	2.13% 1	12.77% 6	47
Process efficient	28.26% 13	17.39% 8	21.74% 10	10.87% 5	2.17% 1	19.57% 9	46
Process fair	23.91% 11	19.57% 9	21.74% 10	13.04% 6	2.17% 1	19.57% 9	46
Criteria assessed fairly at all levels	19.57% 9	17.39% 8	36.96% 17	4.35% 2	0.00% 0	21.74% 10	46
Criteria reflect norms of my discipline	17.39% 8	17.39% 8	23.91% 11	15.22% 7	2.17% 1	23.91% 11	46
Criteria reasonable	14.89% 7	17.02% 8	23.40% 11	21.28% 10	4.26% 2	19.15% 9	47

Q32

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

Answered: 47 Skipped: 0

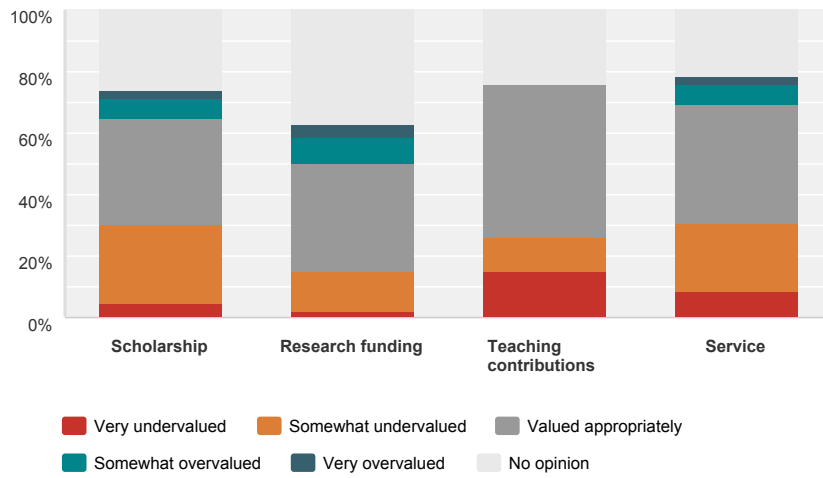


	Valued slightly or not at all	Somewhat valued	Highly valued	Don't know	No opinion	Total
Scholarship	27.66% 13	29.79% 14	8.51% 4	27.66% 13	6.38% 3	47
Research funding	42.55% 20	14.89% 7	6.38% 3	23.40% 11	12.77% 6	47
Teaching contributions	6.38% 3	6.38% 3	72.34% 34	10.64% 5	4.26% 2	47
Service (i.e. committee work, etc)	4.26% 2	31.91% 15	38.30% 18	21.28% 10	4.26% 2	47

Q33

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

Answered: 46 Skipped: 1



	Very undervalued	Somewhat undervalued	Valued appropriately	Somewhat overvalued	Very overvalued	No opinion	Total
Scholarship	4.35% 2	26.09% 12	34.78% 16	6.52% 3	2.17% 1	26.09% 12	46
Research funding	2.17% 1	13.04% 6	34.78% 16	8.70% 4	4.35% 2	36.96% 17	46
Teaching contributions	15.22% 7	10.87% 5	50.00% 23	0.00% 0	0.00% 0	23.91% 11	46
Service	8.70% 4	21.74% 10	39.13% 18	6.52% 3	2.17% 1	21.74% 10	46

Q34

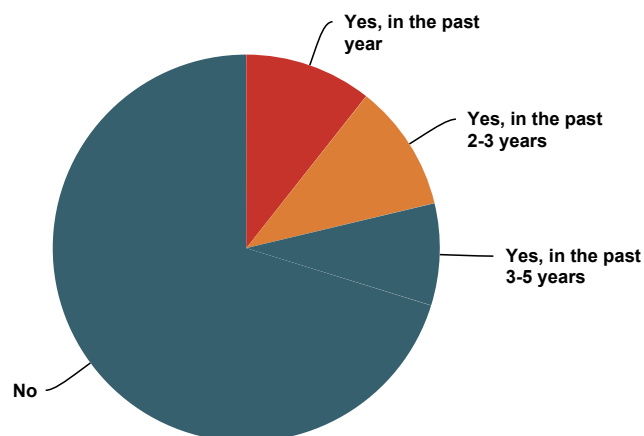
Do you have any additional comments about promotion and/or tenure? (optional)

Answered: 6 Skipped: 41

Q35

Have you applied for a job at another university recently?

Answered: 47 Skipped: 0



Answer Choices

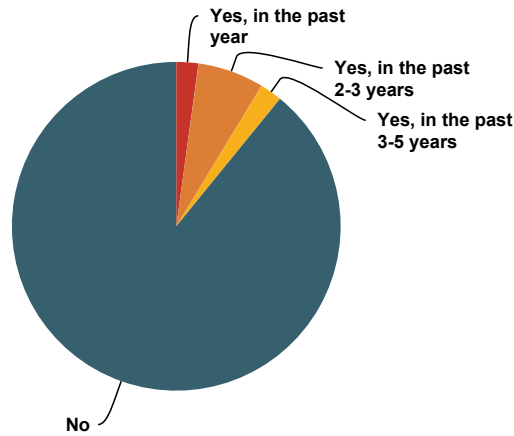
Responses

Yes, in the past year	10.64%	5
Yes, in the past 2-3 years	10.64%	5
Yes, in the past 3-5 years	8.51%	4
No	70.21%	33
Total		47

Q36

Have you applied for a job outside academia recently?

Answered: 46 Skipped: 1



Answer Choices	Responses	
Yes, in the past year	2.17%	1
Yes, in the past 2-3 years	6.52%	3
Yes, in the past 3-5 years	2.17%	1
No	89.13%	41
Total		46

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: 45 Skipped: 2

Answer Choices	Responses	
Salary	2.22%	1
Course load	0.00%	0
Administrative responsibilities	0.00%	0
Leave time	0.00%	0
Summer salary	2.22%	1
Special timing of the tenure clock	0.00%	0

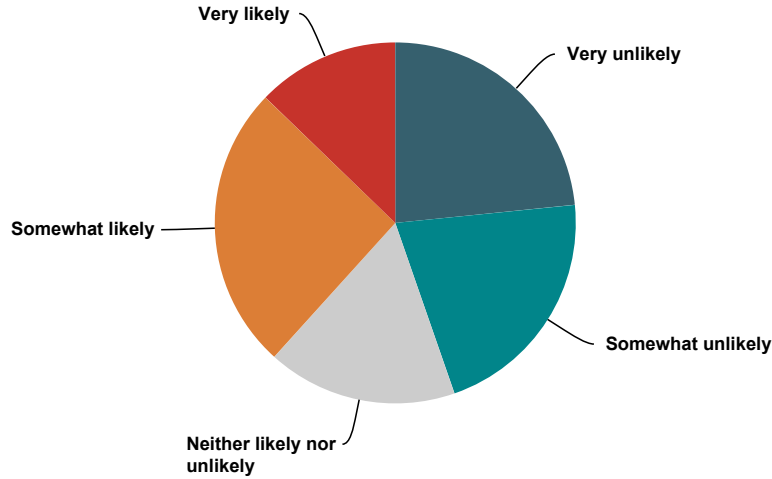
Equipment/laboratory/research start-up	0.00%	0
Employment for spouse/partner	0.00%	0
Received offer, but did not take to CSM leadership	8.89%	4
Not applicable	88.89%	40

Total Respondents: 45

Q38

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

Answered: 47 Skipped: 0



Answer Choices	Responses	
Very unlikely	23.40%	11
Somewhat unlikely	21.28%	10
Neither likely nor unlikely	17.02%	8
Somewhat likely	25.53%	12
Very likely	12.77%	6
Total		47

Q39

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

Answered: 45 Skipped: 2

	Not at all	To some extent	To a great extent	Not applicable	Total
To increase your salary	28.89% 13	31.11% 14	33.33% 15	6.67% 3	45
To enhance your career in other ways	26.67% 12	31.11% 14	31.11% 14	11.11% 5	45
To find a more supportive work environment	37.78% 17	26.67% 12	24.44% 11	11.11% 5	45
To reduce workload	40.00% 18	28.89% 13	22.22% 10	8.89% 4	45
To reduce stress	28.89%	44.44%	17.78%	8.89%	

	13	20	8	4	45
To find a more satisfying intellectual environment	53.33% 24	20.00% 9	15.56% 7	11.11% 5	45
To increase your time to do research	56.82% 25	13.64% 6	13.64% 6	15.91% 7	44
To improve your prospects for tenure	44.44% 20	15.56% 7	8.89% 4	31.11% 14	45
To pursue a nonacademic job	60.00% 27	20.00% 9	6.67% 3	13.33% 6	45
To address child-related issues	53.33% 24	8.89% 4	6.67% 3	31.11% 14	45
To improve the employment situation of your spouse/partner	62.22% 28	8.89% 4	6.67% 3	22.22% 10	45
Retirement	62.22% 28	13.33% 6	6.67% 3	17.78% 8	45
To lower your cost of living	73.33% 33	4.44% 2	4.44% 2	17.78% 8	45
Benefits	75.56% 34	8.89% 4	4.44% 2	11.11% 5	45
Great opportunities in my field	55.56% 25	26.67% 12	4.44% 2	13.33% 6	45
To live elsewhere	75.56% 34	13.33% 6	2.22% 1	8.89% 4	45

Q40

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

Answered: 47 Skipped: 0

	Not at all	To some extent	To a great extent	Not applicable	Total
Living in the area	19.57% 9	32.61% 15	45.65% 21	2.17% 1	46
Benefits	22.22% 10	35.56% 16	37.78% 17	4.44% 2	45
Supportive work environment	28.26% 13	43.48% 20	26.09% 12	2.17% 1	46
Retirement	40.00% 18	24.44% 11	24.44% 11	11.11% 5	45
Other career benefits	33.33% 15	46.67% 21	17.78% 8	2.22% 1	45
Open intellectual environment	31.11% 14	48.89% 22	15.56% 7	4.44% 2	45
Salary	50.00% 22	36.36% 16	13.64% 6	0.00% 0	44
Employment situation of your spouse/partner	48.89% 22	15.56% 7	11.11% 5	24.44% 11	45
Lack of opportunities in my field	62.22% 28	24.44% 11	4.44% 2	8.89% 4	45
Tenure or prospects for tenure	60.87% 28	4.35% 2	2.17% 1	32.61% 15	46
Cost of living	68.89% 31	17.78% 8	2.22% 1	11.11% 5	45
Time to do research	68.89% 31	6.67% 3	0.00% 0	24.44% 11	45
Stress level	71.11%	26.67%	0.00%	2.22%	

	32	12	0	1	45
Workload	68.89% 31	26.67% 12	0.00% 0	4.44% 2	45
Child-related issues	46.67% 21	20.00% 9	0.00% 0	33.33% 15	45

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: 47 Skipped: 0

	Not at all	Somewhat	Extensive	Not applicable	Total
Time to spend with family	30.43% 14	43.48% 20	21.74% 10	4.35% 2	46
Managing household responsibilities	19.57% 9	63.04% 29	15.22% 7	2.17% 1	46
Being part of a dual-career couple	52.17% 24	23.91% 11	15.22% 7	8.70% 4	46
Childcare	41.30% 19	10.87% 5	10.87% 5	36.96% 17	46
Cost of living	60.87% 28	23.91% 11	10.87% 5	4.35% 2	46
Commuting to and from work	61.70% 29	23.40% 11	10.64% 5	4.26% 2	47
Care of someone who is ill, disabled, aging, and/or in need of special services	41.30% 19	19.57% 9	6.52% 3	32.61% 15	46
Your health	56.52% 26	28.26% 13	6.52% 3	8.70% 4	46

Q42

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

Answered: 44 Skipped: 3

Answer Choices	Average Number	Total Number	Responses
0-5 yrs	0	9	36
6-17 yrs	1	20	36
18-23 yrs	0	5	33
23+ yrs	1	25	37

Total Respondents: 44

Q43

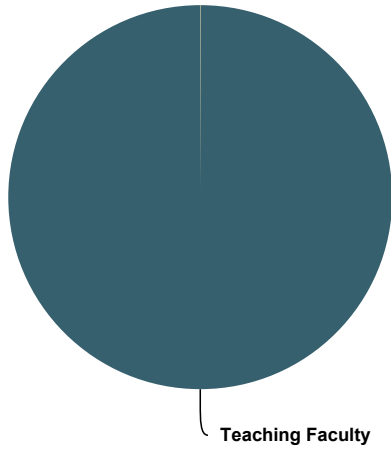
Do you have any additional comments about hiring and retention? (optional)

Answered: 4 Skipped: 43

Q44

What is your current position?

Answered: 47 Skipped: 0



Answer Choices	Responses	
Tenure-track faculty, with tenure	0.00%	0
Tenure-track faculty, untenured	0.00%	0
Teaching Faculty	100.00%	47
Research Faculty	0.00%	0
Library Faculty	0.00%	0
Other	0.00%	0
I prefer not to say	0.00%	0
Total		47

Q45

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

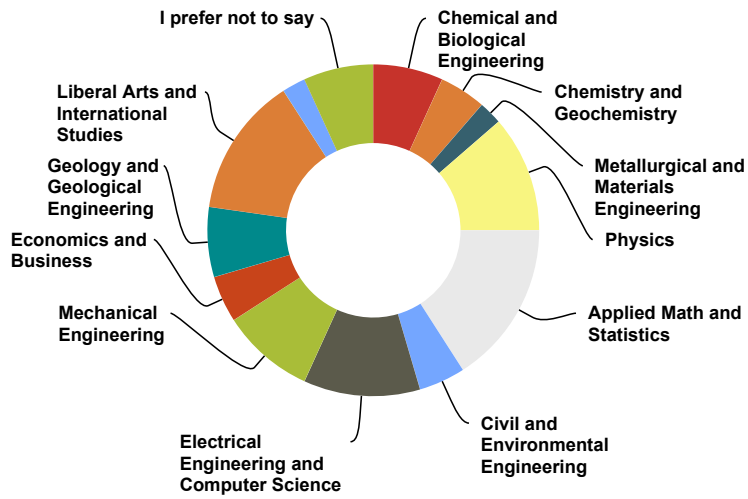
Answered: 47 Skipped: 0

Answer Choices	Responses	
1-3 years	38.30%	18
4-9 years	27.66%	13
10+ years	25.53%	12
I prefer not to say	8.51%	4
Total		47

Q46

In which department/unit is your primary appointment?

Answered: 44 Skipped: 3



Answer Choices	Responses
Chemical and Biological Engineering	6.82% 3
Chemistry and Geochemistry	4.55% 2
Metallurgical and Materials Engineering	2.27% 1
Physics	11.36% 5
Applied Math and Statistics	15.91% 7
Civil and Environmental Engineering	4.55% 2
Electrical Engineering and Computer Science	11.36% 5
Mechanical Engineering	9.09% 4
Economics and Business	4.55% 2
Geology and Geological Engineering	6.82% 3
Geophysics	0.00% 0
Liberal Arts and International Studies	13.64% 6
Library	0.00% 0
Military Science/ROTC	0.00% 0
Mining Engineering	0.00% 0
Petroleum Engineering	2.27% 1
Physical Education and Athletics	0.00% 0
I prefer not to say	6.82% 3
Total	44

Q47

Gender

Answered: 47 Skipped: 0

Answer Choices	Responses
Male	42.55% 20
Female	36.17% 17
I prefer not to say	21.28% 10
Total	47

Q48

Race/ethnicity

Answered: 47 Skipped: 0

Answer Choices	Responses	
Black	0.00%	0
American Indian/Alaska Native	2.13%	1
Asian/Pacific Islander	4.26%	2
Hispanic	0.00%	0
White	78.72%	37
I prefer not to say	14.89%	7
Total		47

Q49

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

Answered: 7 Skipped: 40

Q50

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

Answered: 10 Skipped: 37