

CSM Faculty Climate Survey - Tenured and tenure-track faculty

These are the summary responses for tenured and tenure-track faculty only.

All Pages

106 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: 105 Skipped: 1

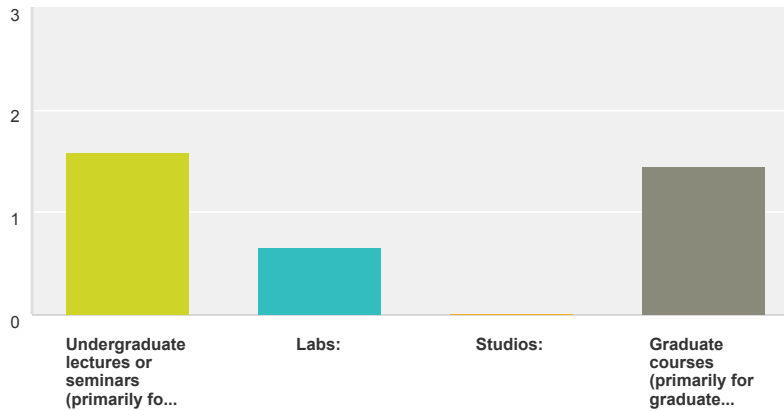
Answer Choices	Average Number	Total Number	Responses
Total number of sections/courses taught:	3	337	105
Total distinct preps (# sections):	3	295	100
Total credit hours delivered:	8	739	87
Total credit hours bought-out for research:	1	67	99
Total students in all sections:	86	8,979	104

Total Respondents: 105

Q2

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

Answered: 105 Skipped: 1



Answer Choices	Average Number	Total Number	Responses
Undergraduate lectures or seminars (primarily for undergraduates):	2	162	102
Labs:	1	55	84
Studios:	0	1	75
Graduate courses (primarily for graduate students):	1	144	99

Total Respondents: 105

Q3

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

Answered: 105 Skipped: 1

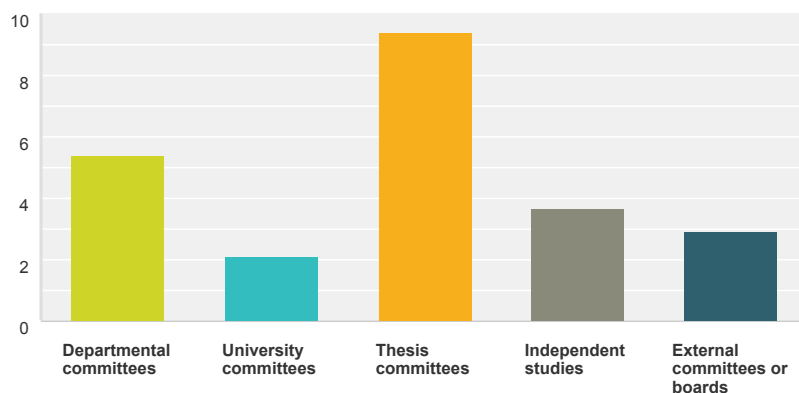
Answer Choices	Responses
Yes, research related (e.g. charge-outs)	16.19% 17
Yes, service or administration related (e.g. program director, dept head., etc.)	10.48% 11
Yes, for other reasons	23.81% 25
No	55.24% 58

Total Respondents: 105

Q4

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

Answered: 105 Skipped: 1



Answer Choices	Average Number	Total Number	Responses
Departmental committees	5	564	104
University committees	2	208	99
Thesis committees	9	980	104
Independent studies	4	355	97
External committees or boards	3	297	103

Total Respondents: 105

Q5

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

Answered: 103 Skipped: 3

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

Chair of a departmental or university committee	40.20% 41	40.20% 41	37.25% 38	102
Director of center, program, or institute	60.78% 62	26.47% 27	21.57% 22	102
Course coordinator	58.42% 59	20.79% 21	27.72% 28	101
Other administrative capacity (e.g. assistant dept head)	76.77% 76	9.09% 9	19.19% 19	99
Director or Head of department/division	84.16% 85	7.92% 8	8.91% 9	101

Q6

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

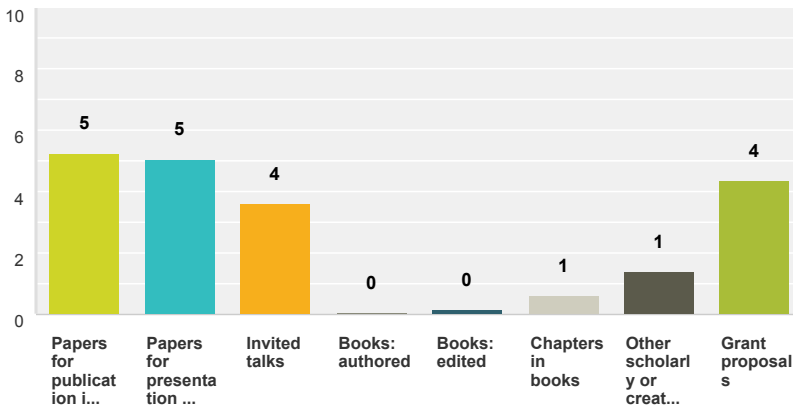
Answered: 88 Skipped: 18

	Teaching relief	Extra compensation	No	Total Respondents
Director or Head of department/division	16.13% 10	20.97% 13	77.42% 48	62
Director of center, program, or institute	8.45% 6	11.27% 8	83.10% 59	71
Chair of a committee	0.00% 0	0.00% 0	100.00% 82	82
Course coordinator	4.35% 3	1.45% 1	94.20% 65	69
Other administrative capacity (e.g. assistant dept head)	3.17% 2	9.52% 6	90.48% 57	63

Q7

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

Answered: 105 Skipped: 1



Answer Choices	Average Number	Total Number	Responses
Papers for publication in peer-reviewed journals	5	553	105
Papers for presentation at conferences	5	523	104
Invited talks	4	372	103
Books: authored	0	5	87
Books: edited	0	12	87
Chapters in books	1	56	97
Other scholarly or creative works	1	122	87
Grant proposals	4	438	101

Total Respondents: 105

Q8

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

Answered: 105 Skipped: 1

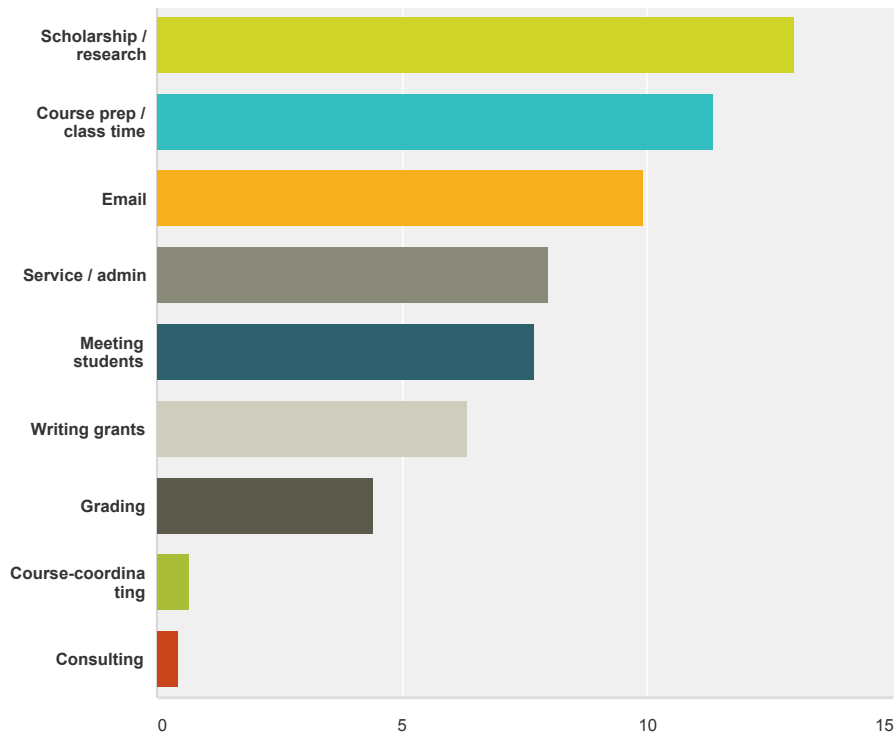
Answer Choices	Average Number	Total Number	Responses
# MS students/advisees	3	297	103
# PhD students/advisees	4	387	101

Total Respondents: 105

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: 104 Skipped: 2



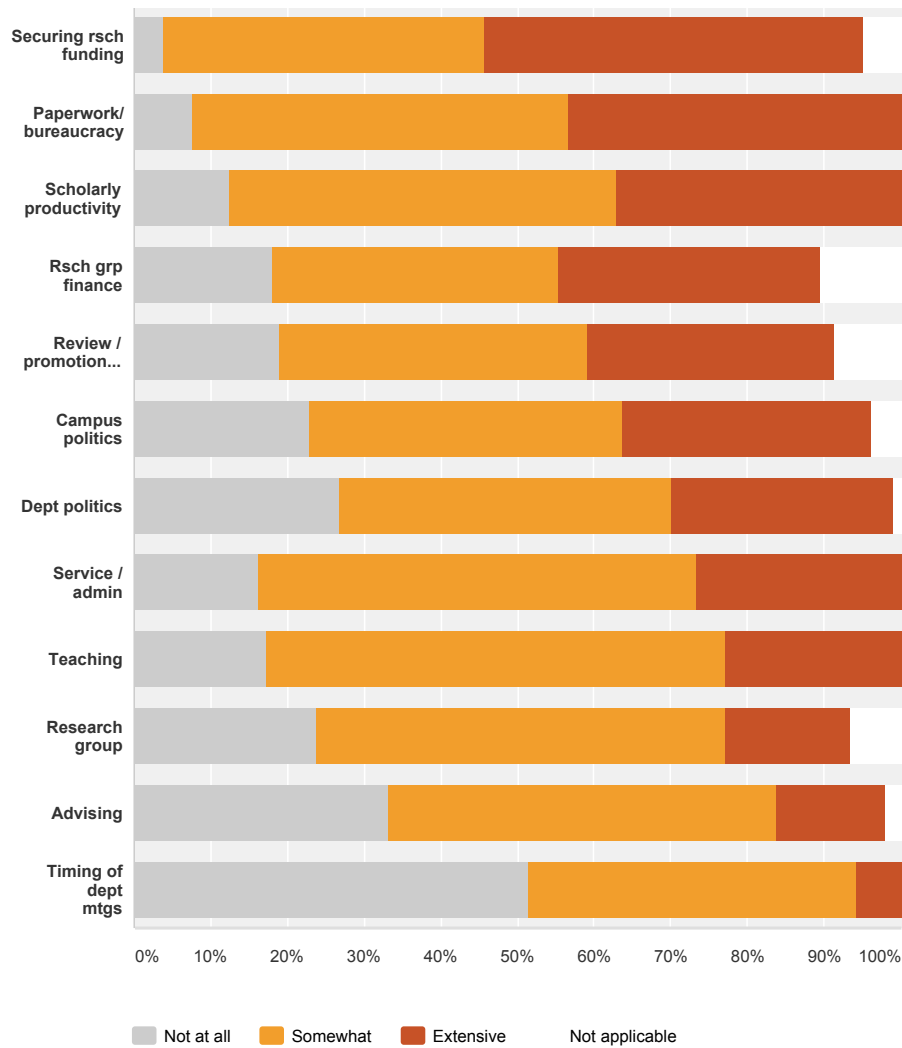
Answer Choices	Average Number	Total Number	Responses
Scholarship / research	13	1,338	103
Course prep / class time	11	1,180	104
Email	10	1,033	104
Service / admin	8	814	102
Meeting students	8	800	104
Writing grants	6	651	103
Grading	4	459	104
Course-coordinating	1	65	97
Consulting	0	42	98

Total Respondents: 104

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: 105 Skipped: 1

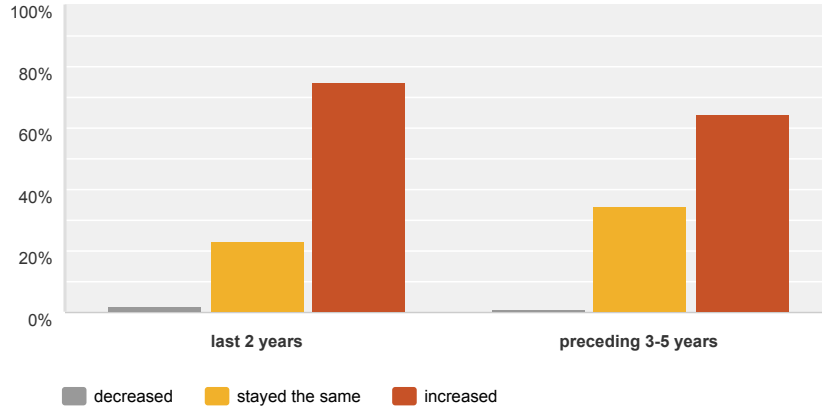


	Not at all	Somewhat	Extensive	Not applicable	Total
Securing rsch funding	3.81% 4	41.90% 44	49.52% 52	4.76% 5	105
Paperwork/bureaucracy	7.69% 8	49.04% 51	43.27% 45	0.00% 0	104
Scholarly productivity	12.38% 13	50.48% 53	37.14% 39	0.00% 0	105
Rsch grp finance	18.10% 19	37.14% 39	34.29% 36	10.48% 11	105
Review / promotion process	19.05% 20	40.00% 42	32.38% 34	8.57% 9	105
Campus politics	22.86% 24	40.95% 43	32.38% 34	3.81% 4	105
Dept politics	26.92% 28	43.27% 45	28.85% 30	0.96% 1	104
Service / admin	16.19% 17	57.14% 60	26.67% 28	0.00% 0	105
Teaching	17.14% 18	60.00% 63	22.86% 24	0.00% 0	105
Research group	23.81% 25	53.33% 56	16.19% 17	6.67% 7	105
Advising	33.33% 35	50.48% 53	14.29% 15	1.90% 2	105
Timing of dept mtgs	51.43% 54	42.86% 45	5.71% 6	0.00% 0	105

Q11

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

Answered: 102 Skipped: 4

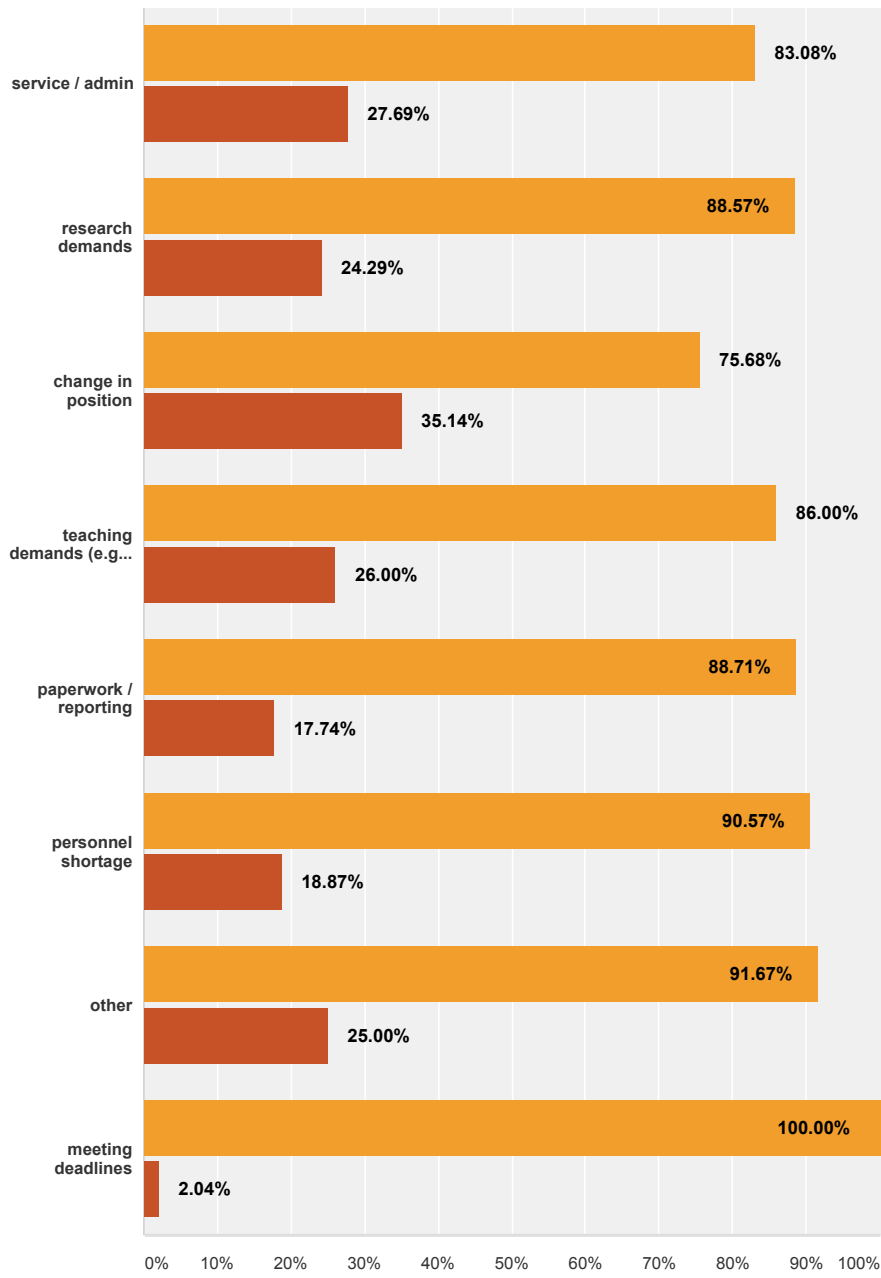


	decreased	stayed the same	increased	Total
last 2 years	1.98% 2	22.77% 23	75.25% 76	101
preceding 3-5 years	1.02% 1	34.69% 34	64.29% 63	98

Q12

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

Answered: 86 Skipped: 20



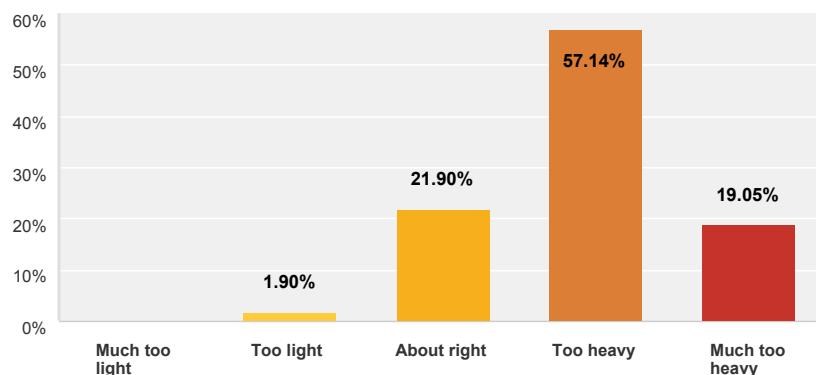
■ contributed to increase (check all that apply)
 ■ single most significant factor (check one)

	contributed to increase (check all that apply)	single most significant factor (check one)	Total Respondents
service / admin	83.08% 54	27.69% 18	65
research demands	88.57% 62	24.29% 17	70
change in position	75.68% 28	35.14% 13	37
teaching demands (e.g. increased student numbers)	86.00% 43	26.00% 13	50
paperwork / reporting	88.71% 55	17.74% 11	62
personnel shortage	90.57% 48	18.87% 10	53
other	91.67% 11	25.00% 3	12

Q13

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

Answered: 105 Skipped: 1



Answer Choices	Responses
Much too light	0.00% 0
Too light	1.90% 2
About right	21.90% 23
Too heavy	57.14% 60
Much too heavy	19.05% 20
Total	105

Q14

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

Answered: 44 Skipped: 62

Q15

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

Answered: 106 Skipped: 0

	Very dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Very satisfied	Not applicable	Total
Salary	13.21% 14	40.57% 43	17.92% 19	20.75% 22	7.55% 8	0.00% 0	106
Start-up funds	7.69% 8	14.42% 15	16.35% 17	17.31% 18	17.31% 18	26.92% 28	104
Length of contract	0.00% 0	1.92% 2	27.88% 29	12.50% 13	23.08% 24	34.62% 36	104
Benefits	0.00% 0	5.66% 6	16.04% 17	25.47% 27	52.83% 56	0.00% 0	106

Q16

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

Answered: 106 Skipped: 0

	Very dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Very satisfied	Not applicable	Total
Staff support	30.19% 32	29.25% 31	10.38% 11	18.87% 20	10.38% 11	0.94% 1	106
Support for submitting grants	26.92% 28	32.69% 34	16.35% 17	12.50% 13	7.69% 8	3.85% 4	104
Number or breadth of faculty within department/unit to deliver curriculum	24.53% 26	31.13% 33	21.70% 23	16.98% 18	5.66% 6	0.00% 0	106
Number or breadth of faculty within department/unit to advance research	23.58% 25	33.02% 35	16.98% 18	21.70% 23	4.72% 5	0.00% 0	106
Lab or research space	17.92% 19	14.15% 15	11.32% 12	31.13% 33	9.43% 10	16.04% 17	106
Library resources	15.09% 16	18.87% 20	30.19% 32	21.70% 23	14.15% 15	0.00% 0	106
Availability of nearby parking	13.21% 14	22.64% 24	13.21% 14	18.87% 20	24.53% 26	7.55% 8	106
Classroom space	11.32% 12	21.70% 23	23.58% 25	22.64% 24	20.75% 22	0.00% 0	106
Computer resources	9.43% 10	20.75% 22	30.19% 32	23.58% 25	14.15% 15	1.89% 2	106
Office space	7.55% 8	8.49% 9	10.38% 11	27.36% 29	46.23% 49	0.00% 0	106
Instructional/classroom technology	6.67% 7	16.19% 17	29.52% 31	34.29% 36	11.43% 12	1.90% 2	105

Q17

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

Answered: 106 Skipped: 0

	Very dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Very satisfied	Not applicable	Total
Time available for scholarly work	28.30% 30	47.17% 50	12.26% 13	8.49% 9	3.77% 4	0.00% 0	106
Access to teaching assistants	23.58% 25	17.92% 19	14.15% 15	25.47% 27	13.21% 14	5.66% 6	106
Committee and administrative responsibilities	16.98% 18	29.25% 31	30.19% 32	18.87% 20	4.72% 5	0.00% 0	106
Intellectual stimulation of your work environment	14.15% 15	22.64% 24	11.32% 12	31.13% 33	20.75% 22	0.00% 0	106
Quality of graduate students	12.50% 13	25.96% 27	13.46% 14	29.81% 31	17.31% 18	0.96% 1	104
Access to students for research	6.60% 7	17.92% 19	20.75% 22	36.79% 39	14.15% 15	3.77% 4	106

projects							
Advising responsibilities	1.89% 2	13.21% 14	35.85% 38	28.30% 30	19.81% 21	0.94% 1	106
Teaching responsibilities	0.00% 0	20.75% 22	17.92% 19	33.96% 36	27.36% 29	0.00% 0	106

Q18

How important are the following to you?:

Answered: 106 Skipped: 0

	Very important	Somewhat important	Neutral	Somewhat unimportant	Not very important	Not applicable	Total
Conducting research/scholarship	89.62% 95	8.49% 9	0.94% 1	0.94% 1	0.00% 0	0.00% 0	106
Academic freedom	83.96% 89	13.21% 14	2.83% 3	0.00% 0	0.00% 0	0.00% 0	106
Faculty input in decision-making	77.36% 82	17.92% 19	3.77% 4	0.94% 1	0.00% 0	0.00% 0	106
Teaching graduate students	72.38% 76	23.81% 25	2.86% 3	0.95% 1	0.00% 0	0.00% 0	105
Teaching undergraduate students	61.32% 65	28.30% 30	5.66% 6	3.77% 4	0.94% 1	0.00% 0	106
Open environment for discussing differing ideas	54.29% 57	30.48% 32	13.33% 14	1.90% 2	0.00% 0	0.00% 0	105
Diversity on campus	42.45% 45	29.25% 31	23.58% 25	1.89% 2	2.83% 3	0.00% 0	106
Intellectual activities with colleagues	42.45% 45	45.28% 48	9.43% 10	1.89% 2	0.94% 1	0.00% 0	106
Engage in student life/ activities	13.21% 14	26.42% 28	29.25% 31	10.38% 11	20.75% 22	0.00% 0	106
Social activities with colleagues	9.43% 10	47.17% 50	30.19% 32	6.60% 7	6.60% 7	0.00% 0	106
Engage in service/ committee work	6.60% 7	41.51% 44	27.36% 29	17.92% 19	6.60% 7	0.00% 0	106

Q19

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

Answered: 30 Skipped: 76

Q20

Please indicate your agreement or disagreement with the following statements:

Answered: 106 Skipped: 0

	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	Not applicable	Total
The creation of colleges has made my professional life better	37.74% 40	18.87% 20	24.53% 26	8.49% 9	6.60% 7	3.77% 4	106
I feel comfortable expressing my views openly	16.98% 18	22.64% 24	13.21% 14	30.19% 32	16.04% 17	0.94% 1	106

If I had to decide all over again to be a faculty member at CSM, I would again chose to be here	9.52% 10	20.00% 21	14.29% 15	28.57% 30	27.62% 29	0.00% 0	105
I feel I am given the opportunity to serve on important committees	6.60% 7	5.66% 6	18.87% 20	29.25% 31	34.91% 37	4.72% 5	106
My department/unit is a good fit for me	6.60% 7	12.26% 13	5.66% 6	33.02% 35	42.45% 45	0.00% 0	106
I have to work harder than some of my colleagues to be perceived as a legitimate scholar	6.60% 7	23.58% 25	29.25% 31	21.70% 23	16.04% 17	2.83% 3	106
The quality of my scholarship is positively affected by my interactions with CSM colleagues	5.66% 6	16.98% 18	20.75% 22	35.85% 38	19.81% 21	0.94% 1	106
My colleagues value my research/scholarship	3.77% 4	16.98% 18	13.21% 14	39.62% 42	26.42% 28	0.00% 0	106
I am able to make decisions about my areas of responsibility	3.88% 4	14.56% 15	16.50% 17	40.78% 42	24.27% 25	0.00% 0	103
My department/unit is a place where individual faculty may comfortably raise personal and/or family responsibilities when scheduling department/unit obligations	2.83% 3	13.21% 14	16.98% 18	38.68% 41	27.36% 29	0.94% 1	106
My colleagues value my service and administrative contributions	1.89% 2	8.49% 9	28.30% 30	33.96% 36	25.47% 27	1.89% 2	106
My colleagues value my contributions to teaching and advising	0.94% 1	9.43% 10	13.21% 14	52.83% 56	22.64% 24	0.94% 1	106

Q21

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

Answered: 106 Skipped: 0

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	Not applicable	Total
Decision-making is collaborative and transparent	16.04% 17	17.92% 19	13.21% 14	32.08% 34	19.81% 21	0.94% 1	106
Department/unit helps me obtain or manage the resources I need	15.09% 16	17.92% 19	13.21% 14	33.02% 35	19.81% 21	0.94% 1	106
Decision-making is efficient	14.15% 15	17.92% 19	19.81% 21	33.02% 35	14.15% 15	0.94% 1	106
Decision-making reflects sound priorities and relevant data	12.38% 13	18.10% 19	19.05% 20	34.29% 36	15.24% 16	0.95% 1	105
Decision-making is fair	11.32% 12	14.15% 15	15.09% 16	34.91% 37	23.58% 25	0.94% 1	106

I have a voice in decision-making	11.32% 12	11.32% 12	14.15% 15	35.85% 38	27.36% 29	0.00% 0	106
I feel comfortable, included, and valued	11.43% 12	13.33% 14	11.43% 12	37.14% 39	26.67% 28	0.00% 0	105
Diversity of opinion is respected and valued	10.38% 11	14.15% 15	14.15% 15	37.74% 40	23.58% 25	0.00% 0	106
Department/unit creates a collegial and supportive environment	9.43% 10	11.32% 12	12.26% 13	36.79% 39	30.19% 32	0.00% 0	106
Interdisciplinary research is valued and supported	5.66% 6	11.32% 12	9.43% 10	37.74% 40	35.85% 38	0.00% 0	106

Q22

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

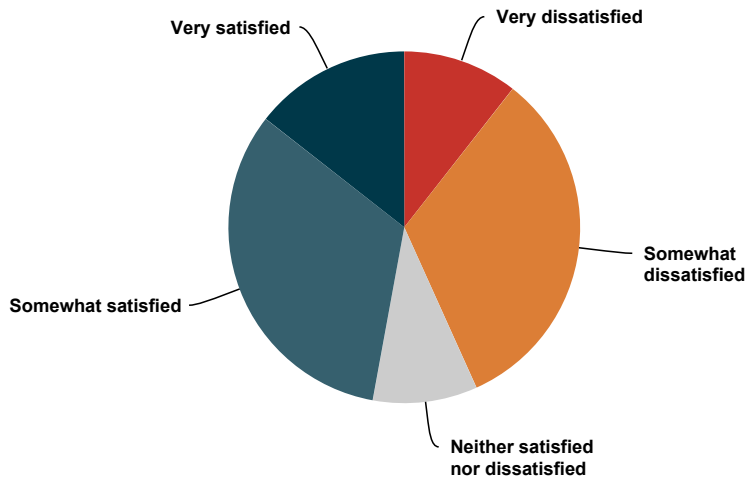
Answered: 106 Skipped: 0

	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	Not applicable	Total
Decision-making is collaborative and transparent	46.23% 49	30.19% 32	12.26% 13	6.60% 7	4.72% 5	0.00% 0	106
Decision-making is efficient	36.79% 39	24.53% 26	22.64% 24	11.32% 12	3.77% 4	0.94% 1	106
Decision-making is fair	33.96% 36	27.36% 29	23.58% 25	9.43% 10	5.66% 6	0.00% 0	106
Diversity of opinion is respected and valued	31.07% 32	18.45% 19	21.36% 22	21.36% 22	7.77% 8	0.00% 0	103
Decision-making reflects sound priorities and relevant data	29.25% 31	33.02% 35	17.92% 19	16.04% 17	3.77% 4	0.00% 0	106
CSM helps me obtain or manage the resources I need	28.85% 30	31.73% 33	18.27% 19	13.46% 14	6.73% 7	0.96% 1	104
I have a voice in decision-making	28.30% 30	34.91% 37	16.04% 17	16.98% 18	3.77% 4	0.00% 0	106
I feel comfortable, included, and valued	28.30% 30	19.81% 21	24.53% 26	19.81% 21	7.55% 8	0.00% 0	106
CSM creates a collegial and supportive environment	14.15% 15	22.64% 24	17.92% 19	33.02% 35	12.26% 13	0.00% 0	106
Interdisciplinary research is valued and supported	8.49% 9	17.92% 19	16.04% 17	35.85% 38	21.70% 23	0.00% 0	106

Q23

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

Answered: 104 Skipped: 2

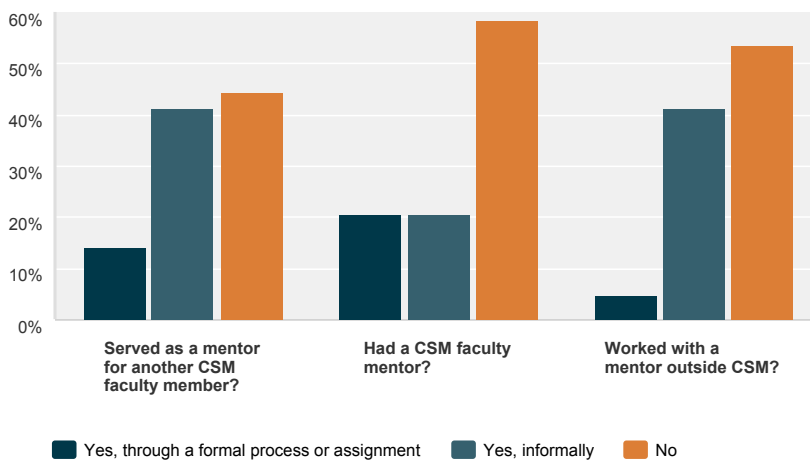


Answer Choices	Responses
Very dissatisfied	10.58% 11
Somewhat dissatisfied	32.69% 34
Neither satisfied nor dissatisfied	9.62% 10
Somewhat satisfied	32.69% 34
Very satisfied	14.42% 15
Total	104

Q24

While at CSM, have you:

Answered: 106 Skipped: 0



	Yes, through a formal process or assignment	Yes, informally	No	Total
Served as a mentor for another CSM faculty member?	14.15% 15	41.51% 44	44.34% 47	106
Had a CSM faculty mentor?	20.75% 22	20.75% 22	58.49% 62	106

Worked with a mentor outside CSM?

4.72%
5

41.51%
44

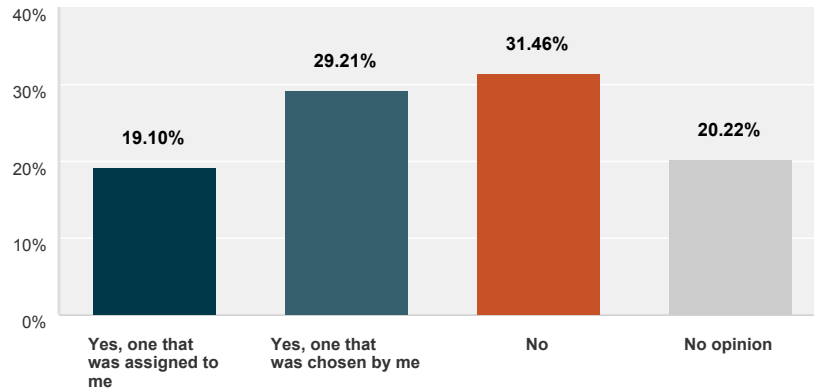
53.77%
57

106

Q25

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

Answered: 89 Skipped: 17

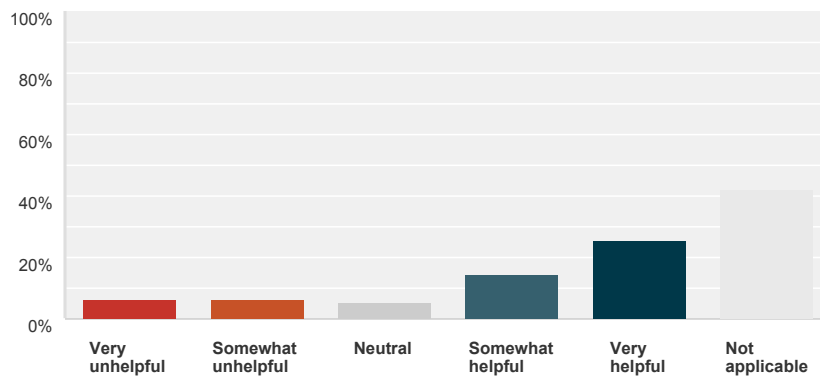


Answer Choices	Responses	
Yes, one that was assigned to me	19.10%	17
Yes, one that was chosen by me	29.21%	26
No	31.46%	28
No opinion	20.22%	18
Total		89

Q26

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

Answered: 95 Skipped: 11



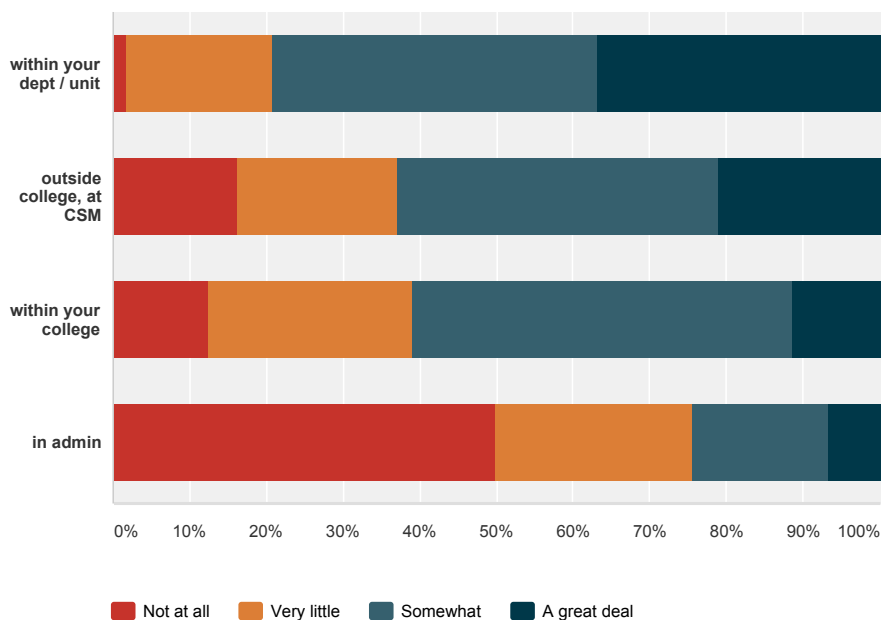
Answer Choices	Responses	
Very unhelpful	6.32%	6
Somewhat unhelpful	6.32%	6
Neutral	5.26%	5

Somewhat helpful	14.74%	14
Very helpful	25.26%	24
Not applicable	42.11%	40
Total		95

Q27

To what extent have you collaborated with colleagues:

Answered: 106 Skipped: 0

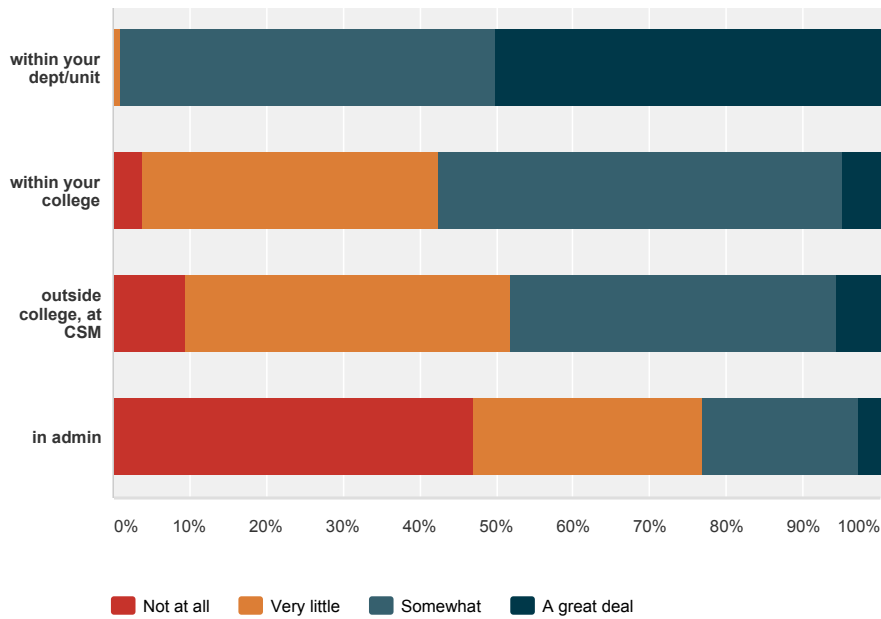


	Not at all	Very little	Somewhat	A great deal	Total
within your dept / unit	1.89% 2	18.87% 20	42.45% 45	36.79% 39	106
outside college, at CSM	16.19% 17	20.95% 22	41.90% 44	20.95% 22	105
within your college	12.38% 13	26.67% 28	49.52% 52	11.43% 12	105
in admin	50.00% 53	25.47% 27	17.92% 19	6.60% 7	106

Q28

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

Answered: 106 Skipped: 0

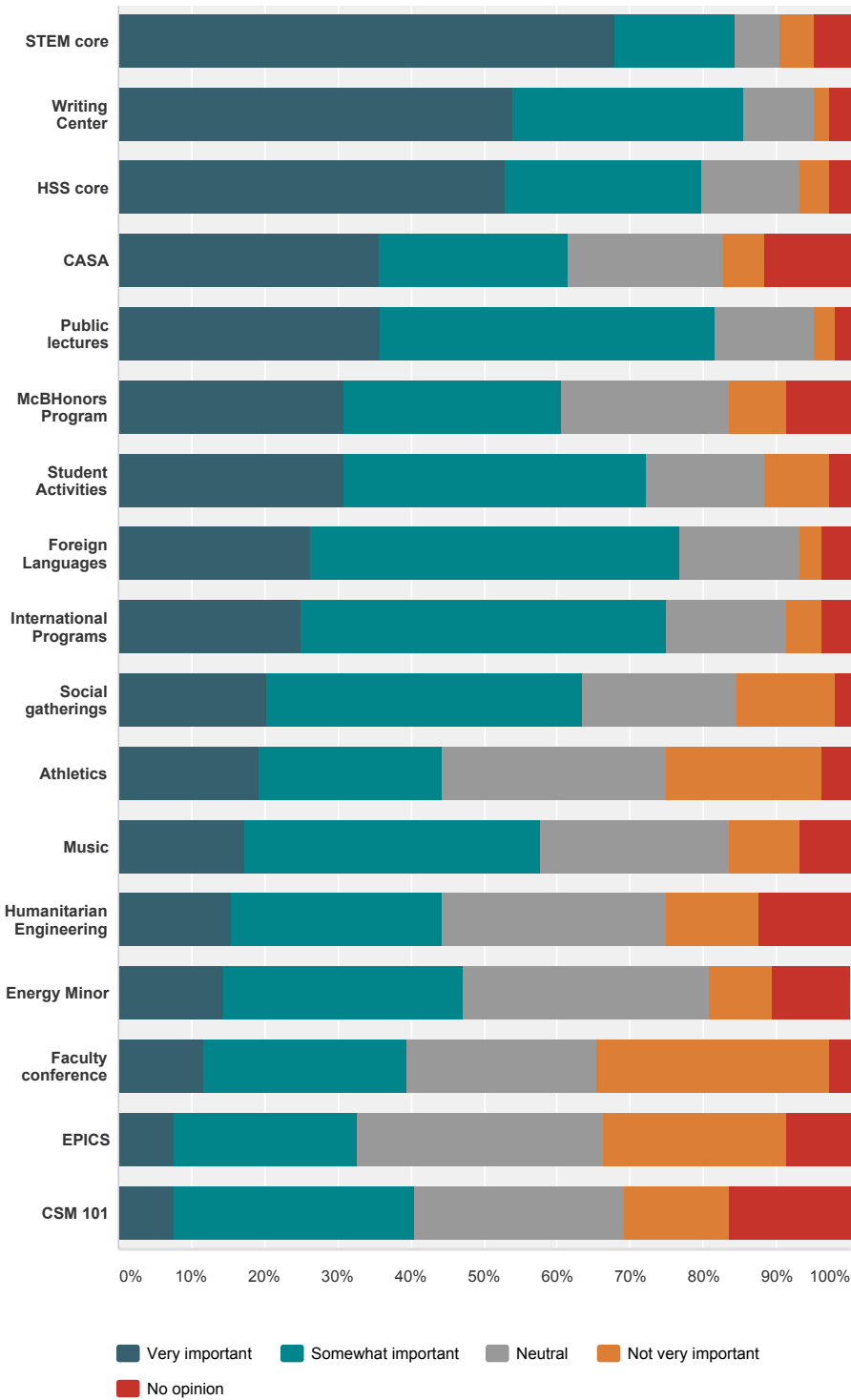


	Not at all	Very little	Somewhat	A great deal	Total
within your dept/unit	0.00% 0	0.94% 1	49.06% 52	50.00% 53	106
within your college	3.77% 4	38.68% 41	52.83% 56	4.72% 5	106
outside college, at CSM	9.43% 10	42.45% 45	42.45% 45	5.66% 6	106
in admin	47.12% 49	29.81% 31	20.19% 21	2.88% 3	104

Q29

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

Answered: 104 Skipped: 2



	Very important	Somewhat important	Neutral	Not very important	No opinion	Total
STEM core	67.96% 70	16.50% 17	5.83% 6	4.85% 5	4.85% 5	103
Writing Center	53.85% 56	31.73% 33	9.62% 10	1.92% 2	2.88% 3	104
HSS core	52.88% 55	26.92% 28	13.46% 14	3.85% 4	2.88% 3	104
CASA	35.58% 37	25.96% 27	21.15% 22	5.77% 6	11.54% 12	104
Public lectures	35.92% 37	45.63% 47	13.59% 14	2.91% 3	1.94% 2	103
McBHonors Program	30.77% 32	29.81% 31	23.08% 24	7.69% 8	8.65% 9	104
Student	30.77%	41.35%	16.35%	8.65%	2.88%	

Activities	32	43	17	9	3	104
Foreign Languages	26.21% 27	50.49% 52	16.50% 17	2.91% 3	3.88% 4	103
International Programs	25.00% 26	50.00% 52	16.35% 17	4.81% 5	3.85% 4	104
Social gatherings	20.19% 21	43.27% 45	21.15% 22	13.46% 14	1.92% 2	104
Athletics	19.23% 20	25.00% 26	30.77% 32	21.15% 22	3.85% 4	104
Music	17.31% 18	40.38% 42	25.96% 27	9.62% 10	6.73% 7	104
Humanitarian Engineering	15.38% 16	28.85% 30	30.77% 32	12.50% 13	12.50% 13	104
Energy Minor	14.42% 15	32.69% 34	33.65% 35	8.65% 9	10.58% 11	104
Faculty conference	11.54% 12	27.88% 29	25.96% 27	31.73% 33	2.88% 3	104
EPICS	7.69% 8	25.00% 26	33.65% 35	25.00% 26	8.65% 9	104
CSM 101	7.69% 8	32.69% 34	28.85% 30	14.42% 15	16.35% 17	104

Q30

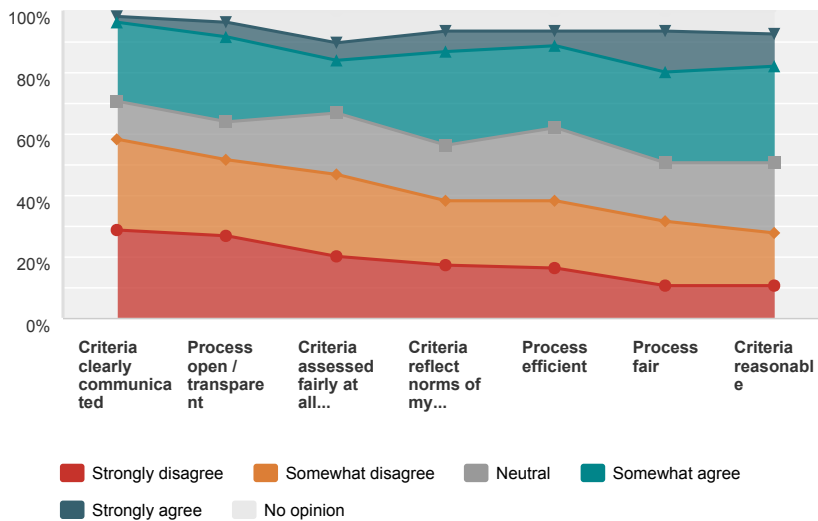
Do you have any additional comments about mentorship and collaboration? (optional)

Answered: 18 Skipped: 88

Q31

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

Answered: 105 Skipped: 1



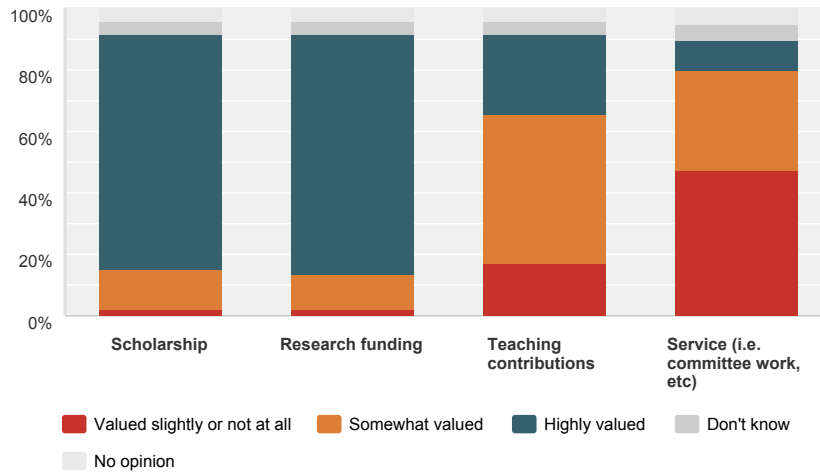
	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	No opinion	Total
Criteria clearly communicated	28.57% 30	29.52% 31	12.38% 13	25.71% 27	1.90% 2	1.90% 2	105

Process open / transparent	26.67% 28	24.76% 26	12.38% 13	27.62% 29	4.76% 5	3.81% 4	105
Criteria assessed fairly at all levels	20.00% 21	26.67% 28	20.00% 21	17.14% 18	5.71% 6	10.48% 11	105
Criteria reflect norms of my discipline	17.14% 18	20.95% 22	18.10% 19	30.48% 32	6.67% 7	6.67% 7	105
Process efficient	16.19% 17	21.90% 23	23.81% 25	26.67% 28	4.76% 5	6.67% 7	105
Process fair	10.48% 11	20.95% 22	19.05% 20	29.52% 31	13.33% 14	6.67% 7	105
Criteria reasonable	10.48% 11	17.14% 18	22.86% 24	31.43% 33	10.48% 11	7.62% 8	105

Q32

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

Answered: 105 Skipped: 1

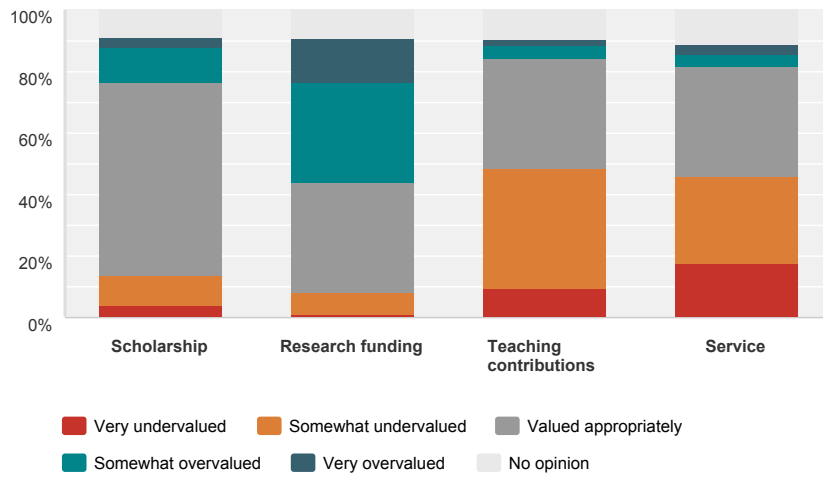


	Valued slightly or not at all	Somewhat valued	Highly valued	Don't know	No opinion	Total
Scholarship	1.90% 2	13.33% 14	76.19% 80	4.76% 5	3.81% 4	105
Research funding	1.90% 2	11.43% 12	78.10% 82	4.76% 5	3.81% 4	105
Teaching contributions	17.14% 18	48.57% 51	25.71% 27	4.76% 5	3.81% 4	105
Service (i.e. committee work, etc)	47.62% 50	32.38% 34	9.52% 10	5.71% 6	4.76% 5	105

Q33

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

Answered: 103 Skipped: 3



	Very undervalued	Somewhat undervalued	Valued appropriately	Somewhat overvalued	Very overvalued	No opinion	Total
Scholarship	3.92% 4	9.80% 10	62.75% 64	11.76% 12	2.94% 3	8.82% 9	102
Research funding	0.98% 1	6.86% 7	36.27% 37	32.35% 33	14.71% 15	8.82% 9	102
Teaching contributions	9.71% 10	38.83% 40	35.92% 37	3.88% 4	1.94% 2	9.71% 10	103
Service	17.65% 18	28.43% 29	35.29% 36	3.92% 4	3.92% 4	10.78% 11	102

Q34

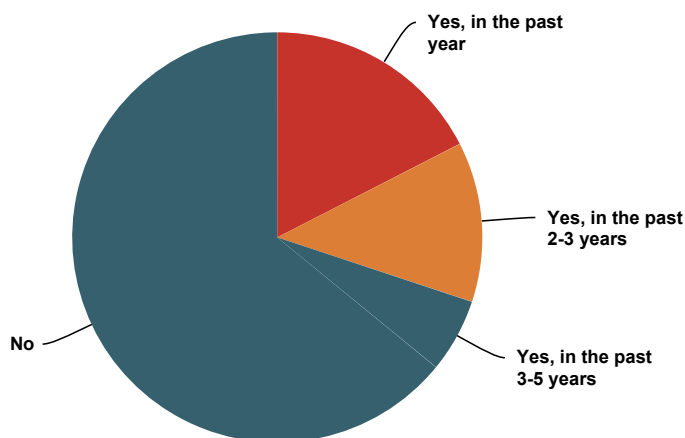
Do you have any additional comments about promotion and/or tenure? (optional)

Answered: 20 Skipped: 86

Q35

Have you applied for a job at another university recently?

Answered: 103 Skipped: 3



Answer Choices

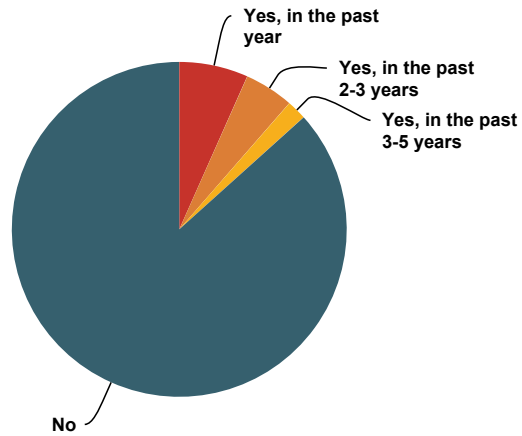
Responses

Yes, in the past year	17.48%	18
Yes, in the past 2-3 years	12.62%	13
Yes, in the past 3-5 years	5.83%	6
No	64.08%	66
Total		103

Q36

Have you applied for a job outside academia recently?

Answered: 105 Skipped: 1



Answer Choices	Responses	
Yes, in the past year	6.67%	7
Yes, in the past 2-3 years	4.76%	5
Yes, in the past 3-5 years	1.90%	2
No	86.67%	91
Total		105

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: 97 Skipped: 9

Answer Choices	Responses	
Salary	3.09%	3
Course load	0.00%	0
Administrative responsibilities	2.06%	2
Leave time	0.00%	0
Summer salary	0.00%	0
Special timing of the tenure clock	0.00%	0

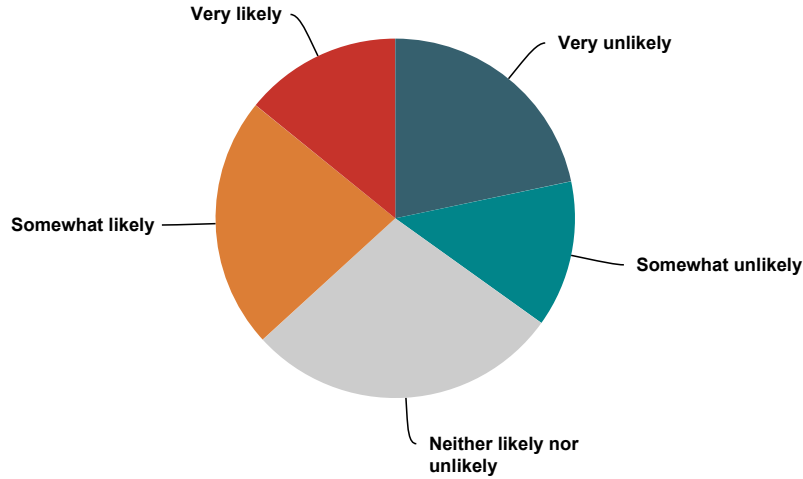
Equipment/laboratory/research start-up	0.00%	0
Employment for spouse/partner	0.00%	0
Received offer, but did not take to CSM leadership	16.49%	16
Not applicable	80.41%	78

Total Respondents: 97

Q38

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

Answered: 106 Skipped: 0



Answer Choices	Responses	
Very unlikely	21.70%	23
Somewhat unlikely	13.21%	14
Neither likely nor unlikely	28.30%	30
Somewhat likely	22.64%	24
Very likely	14.15%	15
Total		106

Q39

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

Answered: 104 Skipped: 2

	Not at all	To some extent	To a great extent	Not applicable	Total
To enhance your career in other ways	14.56% 15	28.16% 29	47.57% 49	9.71% 10	103
To find a more supportive work environment	20.59% 21	32.35% 33	39.22% 40	7.84% 8	102
To find a more satisfying intellectual environment	32.67% 33	20.79% 21	38.61% 39	7.92% 8	101
To increase your time to do	27.18% 28	34.95% 36	27.18% 28	10.68% 11	103

research					
To reduce stress	29.41% 30	30.39% 31	27.45% 28	12.75% 13	102
Great opportunities in my field	32.67% 33	29.70% 30	26.73% 27	10.89% 11	101
To reduce workload	37.25% 38	30.39% 31	20.59% 21	11.76% 12	102
To increase your salary	30.10% 31	43.69% 45	19.42% 20	6.80% 7	103
Retirement	55.34% 57	11.65% 12	11.65% 12	21.36% 22	103
To pursue a nonacademic job	60.78% 62	12.75% 13	6.86% 7	19.61% 20	102
To improve the employment situation of your spouse/partner	54.90% 56	10.78% 11	6.86% 7	27.45% 28	102
To improve your prospects for tenure	44.66% 46	10.68% 11	5.83% 6	38.83% 40	103
To live elsewhere	57.84% 59	23.53% 24	5.88% 6	12.75% 13	102
To address child-related issues	51.96% 53	15.69% 16	3.92% 4	28.43% 29	102
Benefits	70.87% 73	9.71% 10	3.88% 4	15.53% 16	103
To lower your cost of living	72.55% 74	6.86% 7	0.98% 1	19.61% 20	102

Q40

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

Answered: 104 Skipped: 2

	Not at all	To some extent	To a great extent	Not applicable	Total
Living in the area	14.71% 15	23.53% 24	56.86% 58	4.90% 5	102
Benefits	30.10% 31	37.86% 39	25.24% 26	6.80% 7	103
Tenure or prospects for tenure	27.88% 29	26.92% 28	24.04% 25	21.15% 22	104
Retirement	40.20% 41	29.41% 30	20.59% 21	9.80% 10	102
Open intellectual environment	41.75% 43	38.83% 40	15.53% 16	3.88% 4	103
Employment situation of your spouse/partner	47.57% 49	18.45% 19	15.53% 16	18.45% 19	103
Supportive work environment	45.63% 47	34.95% 36	14.56% 15	4.85% 5	103
Other career benefits	38.61% 39	44.55% 45	10.89% 11	5.94% 6	101
Time to do research	45.10% 46	43.14% 44	8.82% 9	2.94% 3	102
Child-related issues	56.44% 57	10.89% 11	7.92% 8	24.75% 25	101
Lack of opportunities in my field	64.71% 66	13.73% 14	7.84% 8	13.73% 14	102
Salary	57.69% 60	33.65% 35	5.77% 6	2.88% 3	104
Cost of living	61.17%	23.30%	5.83%	9.71%	

	63	24	6	10	103
Workload	74.76% 77	17.48% 18	4.85% 5	2.91% 3	103
Stress level	72.55% 74	19.61% 20	3.92% 4	3.92% 4	102

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: 104 Skipped: 2

	Not at all	Somewhat	Extensive	Not applicable	Total
Time to spend with family	14.56% 15	44.66% 46	33.98% 35	6.80% 7	103
Being part of a dual-career couple	47.57% 49	21.36% 22	17.48% 18	13.59% 14	103
Managing household responsibilities	30.10% 31	52.43% 54	15.53% 16	1.94% 2	103
Childcare	47.57% 49	19.42% 20	13.59% 14	19.42% 20	103
Your health	57.69% 60	25.96% 27	6.73% 7	9.62% 10	104
Care of someone who is ill, disabled, aging, and/or in need of special services	53.85% 56	19.23% 20	5.77% 6	21.15% 22	104
Cost of living	71.57% 73	19.61% 20	4.90% 5	3.92% 4	102
Commuting to and from work	75.73% 78	15.53% 16	3.88% 4	4.85% 5	103

Q42

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

Answered: 98 Skipped: 8

Answer Choices	Average Number	Total Number	Responses
0-5 yrs	1	34	62
6-17 yrs	1	50	70
18-23 yrs	0	29	58
23+ yrs	1	42	58

Total Respondents: 98

Q43

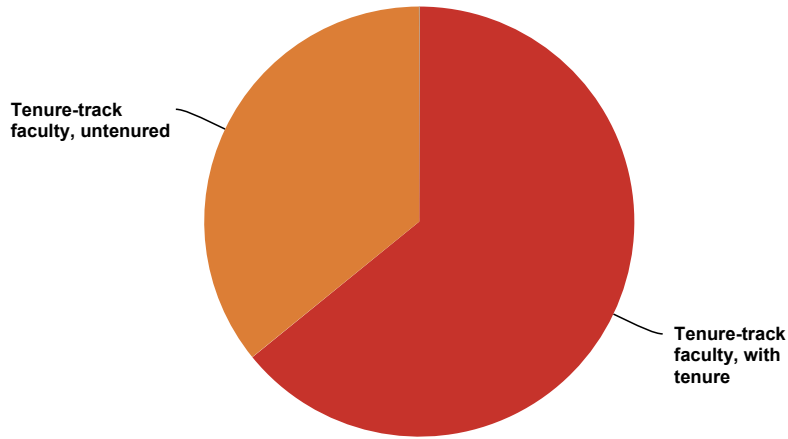
Do you have any additional comments about hiring and retention? (optional)

Answered: 20 Skipped: 86

Q44

What is your current position?

Answered: 106 Skipped: 0



Answer Choices	Responses	
Tenure-track faculty, with tenure	64.15%	68
Tenure-track faculty, untenured	35.85%	38
Teaching Faculty	0.00%	0
Research Faculty	0.00%	0
Library Faculty	0.00%	0
Other	0.00%	0
I prefer not to say	0.00%	0
Total		106

Q45

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

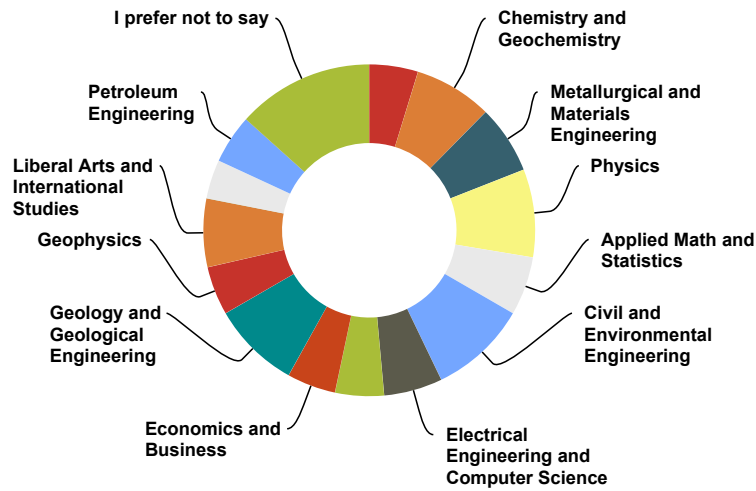
Answered: 106 Skipped: 0

Answer Choices	Responses	
1-3 years	23.58%	25
4-9 years	23.58%	25
10+ years	44.34%	47
I prefer not to say	8.49%	9
Total		106

Q46

In which department/unit is your primary appointment?

Answered: 105 Skipped: 1



Answer Choices	Responses	
Chemical and Biological Engineering	4.76%	5
Chemistry and Geochemistry	7.62%	8
Metallurgical and Materials Engineering	6.67%	7
Physics	8.57%	9
Applied Math and Statistics	5.71%	6
Civil and Environmental Engineering	9.52%	10
Electrical Engineering and Computer Science	5.71%	6
Mechanical Engineering	4.76%	5
Economics and Business	4.76%	5
Geology and Geological Engineering	8.57%	9
Geophysics	4.76%	5
Liberal Arts and International Studies	6.67%	7
Library	0.00%	0
Military Science/ROTC	0.00%	0
Mining Engineering	3.81%	4
Petroleum Engineering	4.76%	5
Physical Education and Athletics	0.00%	0
I prefer not to say	13.33%	14
Total		105

Q47

Gender

Answered: 103 Skipped: 3

Answer Choices	Responses	
Male	73.79%	76
Female	14.56%	15
I prefer not to say	11.65%	12
Total		103

Q48

Race/ethnicity

Answered: 104 Skipped: 2

Answer Choices	Responses	
Black	0.00%	0
American Indian/Alaska Native	0.00%	0
Asian/Pacific Islander	2.88%	3
Hispanic	5.77%	6
White	71.15%	74
I prefer not to say	20.19%	21
Total		104

Q49

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

Answered: 15 Skipped: 91

Q50

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

Answered: 25 Skipped: 81