

# Faculty Climate Survey 2016: by the faculty for the faculty!

Thursday, December 01, 2016

# 278

**Total Responses**

Date Created: Tuesday, March 29, 2016

Complete Responses: 253

Answered: 278 Skipped: 0

**Q1: The Senate will protect your confidentiality. Only aggregate data will be shared and we will not disclose information in a format that compromises your identity. Only a small subcommittee of three has access to the raw data. It is helpful to be able to share anonymous written comments. May we do so?**

Answer Choices	Responses	
Yes	92.45%	257
No	7.55%	21
Total		278

Answered: 268 Skipped: 10

**Q2: 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?:**

Answer Choices	Average Number	Total Number	Responses
Teaching: course prep, class time, exams and grading, office hours, etc.	19	4,687	250
Writing proposals/pursuing funding	6	1,340	231
Conducting research (including writing, attending conferences, etc)	11	2,707	241
Service or administration	13	3,425	265
Advising/mentoring grad and undergrad students	8	1,901	251
<b>Total Respondents: 268</b>			

### Q3: 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: 273 Skipped: 5

	Not at all	Somewhat	Extensive	Not applicable	Total
Securing funding for research	18.66% 50	25.75% 69	32.09% 86	23.51% 63	268
Departmental politics	29.63% 80	35.56% 96	31.48% 85	3.33% 9	270
Paperwork/bureaucracy	14.93% 40	50.37% 135	31.34% 84	3.36% 9	268
Service and/or administrative responsibilities	24.16% 65	44.61% 120	27.51% 74	3.72% 10	269
Campus politics	26.84% 73	43.38% 118	26.10% 71	3.68% 10	272
Managing a research group finances	22.10% 59	26.97% 72	23.22% 62	27.72% 74	267
Scholarly productivity	19.03% 51	47.01% 126	22.01% 59	11.94% 32	268
Teaching responsibilities	20.22% 54	51.31% 137	18.73% 50	9.74% 26	267
Review/promotion process	29.10% 78	36.19% 97	17.16% 46	17.54% 47	268
Managing a research group	27.44% 73	32.33% 86	12.78% 34	27.44% 73	266
Advising responsibilities	35.47% 94	47.17% 125	8.68% 23	8.68% 23	265
Timing of departmental meetings/functions	49.07% 132	39.03% 105	8.18% 22	3.72% 10	269

## Q4: Has your total workload changed over the last five years and two years, if at all?

Answered: 261 Skipped: 17

	workload decreased	workload stayed the same	workload increased	Total
last 2 years	1.92% 5	33.33% 87	64.75% 169	261
preceding 3-5 years	1.24% 3	44.81% 108	53.94% 130	241

## Q5: If your workload has increased, indicate which of the factors below has contributed significantly, and single out the most significant one:

Answered: 197   Skipped: 81

	contributed to increase (check all that apply)	single most significant factor (check one)	Total Respondents
change in position/appointment (e.g. to become program director, etc)	<b>75.32%</b> 58	<b>46.75%</b> 36	77
paperwork/reporting	<b>95.15%</b> 98	<b>11.65%</b> 12	103
research demands	<b>84.44%</b> 76	<b>33.33%</b> 30	90
teaching demands (e.g. increased student numbers)	<b>84.82%</b> 95	<b>30.36%</b> 34	112
service/administration	<b>88.72%</b> 118	<b>21.05%</b> 28	133
personnel or staffing shortage	<b>81.13%</b> 86	<b>29.25%</b> 31	106
other	<b>70.37%</b> 19	<b>51.85%</b> 14	27

# Q6: Overall, how would you rate the reasonableness of your workload?

Answered: 269    Skipped: 9

Answer Choices	Responses	
Much too light	0.00%	0
Too light	1.12%	3
About right	40.52%	109
Too heavy	44.24%	119
Much too heavy	14.13%	38
Total	269	



## Q8: Specify the degree to which you are satisfied with each of the following, related to compensation:

Answered: 268 Skipped: 10

	Very dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Very satisfied	Not applicable	Total
Salary raises	32.45% 86	29.06% 77	14.72% 39	10.94% 29	3.77% 10	9.06% 24	265
Cost-of-living adjustments	23.51% 63	25.75% 69	23.51% 63	8.58% 23	2.24% 6	16.42% 44	268
Current salary	20.22% 54	31.84% 85	14.61% 39	19.10% 51	13.11% 35	1.12% 3	267
Length of contract	11.07% 29	9.16% 24	23.28% 61	11.45% 30	16.79% 44	28.24% 74	262
Start-up funds	7.28% 19	4.98% 13	18.39% 48	12.64% 33	11.88% 31	44.83% 117	261
Benefits	1.87% 5	3.37% 9	14.98% 40	19.10% 51	59.18% 158	1.50% 4	267

## Q9: Please indicate your agreement or disagreement with the following statements:

Answered: 268   Skipped: 10

	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	Not applicable	Total
Salaries are an important factor in my job satisfaction	4.10% 11	6.72% 18	12.69% 34	42.54% 114	33.21% 89	0.75% 2	268
The allocation of salary increases reflects the university's strategic priorities and goals	16.48% 44	17.23% 46	20.22% 54	20.22% 54	22.10% 59	3.75% 10	267
My salary is comparable to that of peers at other institutions	29.85% 80	26.49% 71	19.40% 52	17.16% 46	5.60% 15	1.49% 4	268

## Q10: Specify the degree to which you are satisfied with each of the following, related to resources:

Answered: 268 Skipped: 10

	Very dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Very satisfied	Not applicable	Total
Office space	8.61% 23	11.24% 30	10.11% 27	25.47% 68	42.70% 114	1.87% 5	267
Lab or research space	5.70% 15	14.07% 37	12.17% 32	17.11% 45	12.55% 33	38.40% 101	263
Classroom space	12.83% 34	23.40% 62	17.36% 46	21.51% 57	13.58% 36	11.32% 30	265
Library resources	5.64% 15	12.78% 34	21.43% 57	23.31% 62	21.43% 57	15.41% 41	266
Computer resources	6.02% 16	16.54% 44	22.56% 60	28.57% 76	19.92% 53	6.39% 17	266
Instructional/classroom technology	8.68% 23	18.49% 49	18.87% 50	26.79% 71	13.96% 37	13.21% 35	265
Staff support	11.65% 31	25.56% 68	14.66% 39	24.44% 65	22.56% 60	1.13% 3	266
Support for graduate students	15.09% 40	17.74% 47	20.75% 55	11.70% 31	6.79% 18	27.92% 74	265
Support for submitting proposals	10.15% 27	18.05% 48	18.05% 48	14.29% 38	9.02% 24	30.45% 81	266
Number or breadth of faculty within department/unit to deliver curriculum	15.79% 42	25.19% 67	18.42% 49	20.30% 54	8.65% 23	11.65% 31	266
Number or breadth of faculty within department/unit to advance research	14.77% 39	16.67% 44	22.35% 59	14.77% 39	10.23% 27	21.21% 56	264
Availability of nearby parking	12.36% 33	16.10% 43	17.98% 48	21.72% 58	23.97% 64	7.87% 21	267

## Q11: Specify the degree to which you are satisfied with each of the following, related to job responsibilities:

Answered: 266 Skipped: 12

	Very dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Very satisfied	Not applicable	Total
Teaching responsibilities	6.39% 17	7.89% 21	12.41% 33	29.70% 79	29.32% 78	14.29% 38	266
Access to teaching assistants	13.96% 37	12.08% 32	16.23% 43	18.87% 50	17.36% 46	21.51% 57	265
Quality of graduate students	7.52% 20	15.04% 40	16.54% 44	20.68% 55	15.79% 42	24.44% 65	266
Access to students for research projects	3.79% 10	11.36% 30	19.70% 52	19.32% 51	13.64% 36	32.20% 85	264
Time available for scholarly work	19.55% 52	30.08% 80	14.66% 39	11.28% 30	5.64% 15	18.80% 50	266
Intellectual stimulation of your work environment	10.90% 29	18.80% 50	14.66% 39	27.44% 73	23.31% 62	4.89% 13	266
Committee and administrative responsibilities	10.15% 27	18.05% 48	30.08% 80	25.56% 68	7.89% 21	8.27% 22	266

## Q12: How important are the following to you?:

Answered: 268 Skipped: 10

	Very important	Somewhat important	Neutral	Somewhat unimportant	Not very important	Not applicable	Total
Conducting research/scholarship	55.85% 148	18.49% 49	6.04% 16	3.02% 8	1.13% 3	15.47% 41	265
Engage in student life/ activities	16.09% 42	33.72% 88	23.37% 61	13.79% 36	7.66% 20	5.36% 14	261
Engage in service/ committee work	14.39% 38	42.80% 113	28.03% 74	8.33% 22	3.79% 10	2.65% 7	264
Teaching graduate students	43.56% 115	20.45% 54	10.98% 29	3.03% 8	2.27% 6	19.70% 52	264
Teaching undergraduate students	62.64% 166	18.11% 48	6.42% 17	2.26% 6	0.38% 1	10.19% 27	265
Diversity on campus	48.87% 130	28.57% 76	16.17% 43	3.38% 9	2.63% 7	0.38% 1	266
Open environment for discussing differing ideas	56.93% 152	29.96% 80	9.36% 25	2.62% 7	0.75% 2	0.37% 1	267
Academic freedom	67.92% 180	21.13% 56	4.91% 13	1.51% 4	0.75% 2	3.77% 10	265
Faculty input in decision-making	56.60% 150	33.21% 88	5.66% 15	1.13% 3	0.38% 1	3.02% 8	265
Transparency in decision-making	77.07% 205	19.17% 51	1.50% 4	1.50% 4	0.00% 0	0.75% 2	266
Opportunities for increased responsibilities at Mines	28.95% 77	36.84% 98	29.32% 78	4.14% 11	0.00% 0	0.75% 2	266
Sustainability at Mines	41.42% 111	32.09% 86	18.66% 50	4.85% 13	2.99% 8	0.00% 0	268
RTD Ecopass	21.43% 57	15.41% 41	24.44% 65	5.26% 14	14.66% 39	18.80% 50	266

## Q14: Please indicate your agreement or disagreement with the following statements:

Answered: 263 Skipped: 15

	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	Not applicable	Total
The creation of colleges has made my professional life better	23.57% 62	14.83% 39	28.52% 75	7.22% 19	4.94% 13	20.91% 55	263
The development of workload and productivity metrics will improve quality and productivity of teaching and scholarship	21.76% 57	23.28% 61	23.66% 62	17.56% 46	8.02% 21	5.73% 15	262
The development of workload and productivity metrics will improve equity on campus	16.35% 43	21.67% 57	23.95% 63	26.24% 69	9.51% 25	2.28% 6	263
I feel comfortable raising personal and/or family responsibilities within my department	13.36% 35	16.03% 42	21.37% 56	26.34% 69	20.61% 54	2.29% 6	262
I feel comfortable expressing my views openly	11.79% 31	29.28% 77	13.31% 35	30.80% 81	14.83% 39	0.00% 0	263
If I had to decide all over again to be a faculty member at Mines, I would again chose to be here	11.83% 31	9.54% 25	14.89% 39	23.28% 61	38.17% 100	2.29% 6	262
I am able to make decisions about my areas of responsibility	6.49% 17	18.32% 48	10.69% 28	40.84% 107	23.28% 61	0.38% 1	262
I feel I am given the opportunity to serve on important committees	6.49% 17	9.16% 24	22.14% 58	31.68% 83	24.05% 63	6.49% 17	262

Answered: 262 Skipped: 16

**Q15: With respect to your DEPARTMENT/UNIT, indicate your agreement or disagreement with the following statements:**

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	Not applicable	Total
I fear retaliation for what I say or do	33.97% 89	22.90% 60	15.27% 40	16.41% 43	11.07% 29	0.38% 1	262
Decision-making is efficient	17.94% 47	25.19% 66	18.32% 48	24.81% 65	11.83% 31	1.91% 5	262
Decision-making is collaborative and transparent	17.56% 46	16.79% 44	12.21% 32	31.30% 82	20.61% 54	1.53% 4	262
I understand the strategic priorities and goals of my department/unit	17.24% 45	16.48% 43	14.18% 37	31.03% 81	20.31% 53	0.77% 2	261
Decision-making reflects sound priorities and relevant data	17.24% 45	16.09% 42	19.92% 52	28.74% 75	16.48% 43	1.53% 4	261
I feel comfortable, included, and valued	16.09% 42	13.79% 36	12.26% 32	29.12% 76	28.35% 74	0.38% 1	261
I have a voice in decision-making	15.65% 41	9.92% 26	15.65% 41	31.30% 82	25.19% 66	2.29% 6	262
Decision-making is fair	15.33% 40	13.41% 35	16.09% 42	31.80% 83	21.84% 57	1.53% 4	261
Department/unit helps me obtain or manage the resources I need	14.89% 39	20.23% 53	12.98% 34	27.10% 71	22.90% 60	1.91% 5	262
Department/unit creates a collegial and supportive environment	14.56% 38	16.09% 42	9.20% 24	28.35% 74	31.03% 81	0.77% 2	261
Diversity of opinion is respected and valued	11.92% 31	13.46% 35	17.69% 46	33.46% 87	23.08% 60	0.38% 1	260
Interdisciplinary research is valued and supported	9.16% 24	10.31% 27	13.36% 35	29.01% 76	25.19% 66	12.98% 34	262

Answered: 263    Skipped: 15

# Q16: With respect to Mines, indicate your agreement or disagreement with the following statements:

	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	Not applicable	Total
I fear retaliation for what I say or do	29.28% 77	20.91% 55	26.62% 70	14.45% 38	7.98% 21	0.76% 2	263
Decision-making is efficient	22.81% 60	28.52% 75	34.22% 90	9.51% 25	3.04% 8	1.90% 5	263
I have a voice in decision-making	21.67% 57	30.80% 81	26.62% 70	13.69% 36	4.18% 11	3.04% 8	263
Decision-making is collaborative and transparent	19.47% 51	33.97% 89	25.19% 66	15.27% 40	4.20% 11	1.91% 5	262
Decision-making reflects sound priorities and relevant data	16.73% 44	26.24% 69	36.50% 96	17.11% 45	1.52% 4	1.90% 5	263
I feel comfortable, included, and valued	15.59% 41	21.29% 56	27.00% 71	25.48% 67	9.89% 26	0.76% 2	263
Decision-making is fair	14.83% 39	23.95% 63	36.88% 97	18.25% 48	4.18% 11	1.90% 5	263
Diversity of opinion is respected and valued	14.56% 38	20.31% 53	29.89% 78	24.52% 64	10.34% 27	0.38% 1	261
Mines helps me obtain or manage the resources I need	13.31% 35	21.67% 57	27.76% 73	26.62% 70	8.75% 23	1.90% 5	263
I understand the strategic priorities and goals of the university	12.98% 34	26.72% 70	16.79% 44	37.79% 99	4.96% 13	0.76% 2	262
Mines creates a collegial and supportive environment	10.31% 27	17.94% 47	23.66% 62	34.35% 90	12.98% 34	0.76% 2	262
Interdisciplinary research is valued and supported	5.32% 14	14.83% 39	18.63% 49	36.12% 95	14.07% 37	11.03% 29	263



## Q17: Overall, how satisfied are you with the current college structure?

Answered: 261 Skipped: 17

Answer Choices	Responses	
Very dissatisfied	19.92%	52
Somewhat dissatisfied	18.39%	48
Neither satisfied nor dissatisfied	31.80%	83
Somewhat satisfied	20.69%	54
Very satisfied	9.20%	24
Total		261

## Q18: Overall, how satisfied are you being a faculty member at Mines?

Answered: 261 Skipped: 17

Answer Choices	Responses	
Very dissatisfied	11.11%	29
Somewhat dissatisfied	13.03%	34
Neither satisfied nor dissatisfied	12.26%	32
Somewhat satisfied	38.31%	100
Very satisfied	25.29%	66
<b>Total</b>		<b>261</b>

## Q19: With respect to the annual faculty review process, indicate your agreement or disagreement with the following statements:

Answered: 256 Skipped: 22

	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	No opinion	Total
The process is transparent	16.54% 42	21.26% 54	14.17% 36	26.77% 68	9.84% 25	11.42% 29	254
The process is fair	12.55% 32	15.69% 40	21.18% 54	27.84% 71	9.02% 23	13.73% 35	255
Criteria reflect university priorities and strategic goals	12.11% 31	13.67% 35	26.17% 67	26.17% 67	6.25% 16	15.63% 40	256
The process incentivizes excellence	25.78% 66	21.48% 55	17.19% 44	15.63% 40	8.20% 21	11.72% 30	256
Salary increases are allocated according to performance	24.31% 62	19.61% 50	18.43% 47	16.47% 42	4.31% 11	16.86% 43	255

## Q20: With respect to PROMOTION AND/OR TENURE FOR YOUR RANK, indicate your agreement or disagreement with the following statements:

Answered: 256 Skipped: 22

	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	No opinion	Total
Process and procedures are fair	<b>9.38%</b> 24	<b>14.45%</b> 37	<b>18.36%</b> 47	<b>26.56%</b> 68	<b>12.50%</b> 32	<b>18.75%</b> 48	256
Process and procedures are open and transparent	<b>12.11%</b> 31	<b>19.14%</b> 49	<b>17.19%</b> 44	<b>24.22%</b> 62	<b>10.16%</b> 26	<b>17.19%</b> 44	256
Process and procedures are efficient	<b>11.76%</b> 30	<b>19.22%</b> 49	<b>24.71%</b> 63	<b>17.65%</b> 45	<b>6.67%</b> 17	<b>20.00%</b> 51	255
Criteria are clearly communicated	<b>17.58%</b> 45	<b>20.70%</b> 53	<b>19.92%</b> 51	<b>17.97%</b> 46	<b>8.98%</b> 23	<b>14.84%</b> 38	256
Criteria reflect norms and standards of my discipline	<b>13.44%</b> 34	<b>17.39%</b> 44	<b>17.00%</b> 43	<b>22.53%</b> 57	<b>10.67%</b> 27	<b>18.97%</b> 48	253
Criteria are reasonable	<b>9.16%</b> 23	<b>9.16%</b> 23	<b>25.10%</b> 63	<b>26.69%</b> 67	<b>11.95%</b> 30	<b>17.93%</b> 45	251
Criteria are assessed fairly at all levels	<b>14.62%</b> 37	<b>15.81%</b> 40	<b>20.95%</b> 53	<b>16.60%</b> 42	<b>9.49%</b> 24	<b>22.53%</b> 57	253

## Q21: How appropriately are these items valued in the PROMOTION AND/OR TENURE PROCESS FOR YOUR RANK?

Answered: 254 Skipped: 24

	Very undervalued	Somewhat undervalued	Valued appropriately	Somewhat overvalued	Very overvalued	No opinion	Total
Scholarship	8.66% 22	14.96% 38	38.19% 97	10.63% 27	3.54% 9	24.02% 61	254
Research funding	3.16% 8	7.91% 20	28.46% 72	17.39% 44	10.28% 26	32.81% 83	253
Teaching contributions	7.48% 19	21.65% 55	37.01% 94	6.69% 17	2.76% 7	24.41% 62	254
Service (i.e. committee work, etc)	9.06% 23	23.62% 60	37.01% 94	6.30% 16	1.97% 5	22.05% 56	254

## Q22: While at Mines, have you:

Answered: 255 Skipped: 23

	Yes, through a formal process or assignment	Yes, informally	No	Total
Served as a mentor for another Mines faculty member?	16.14% 41	38.19% 97	45.67% 116	254
Had a Mines faculty mentor?	17.25% 44	32.94% 84	49.80% 127	255
Worked with a mentor outside Mines?	4.74% 12	32.81% 83	62.45% 158	253

## Q24: Have you applied for a job at another university recently?

Answered: 253 Skipped: 25

Answer Choices	Responses	
Yes, in the past year	20.16%	51
Yes, in the past 2-3 years	4.35%	11
Yes, in the past 3-5 years	9.49%	24
No	66.01%	167
Total		253

## Q25: Have you applied for a job outside academia recently?

Answered: 253 Skipped: 25

Answer Choices	Responses	
Yes, in the past year	11.46%	29
Yes, in the past 2-3 years	3.95%	10
Yes, in the past 3-5 years	3.56%	9
No	81.03%	205
<b>Total</b>		<b>253</b>



## Q26: During the last five years, did you receive an outside job offer that you shared with Mines leadership and that resulted in adjustments to any of the following? (check all that apply)

Answered: 241 Skipped: 37

Answer Choices	Responses	
Salary	2.90%	7
Course load	1.24%	3
Administrative responsibilities	1.24%	3
Leave time	0.41%	1
Summer salary	0.83%	2
Special timing of the tenure clock	0.41%	1
Equipment/laboratory/research start-up	1.24%	3
Employment for spouse/partner	1.24%	3
Received offer, but did not take to CSM leadership	13.28%	32
Not applicable	85.06%	205
Total Respondents: 241		

## Q27: In the next three years, how likely are you to leave (or try to leave) Mines?

Answered: 255 Skipped: 23

Answer Choices	Responses	
Very unlikely	25.49%	65
Somewhat unlikely	16.86%	43
Neither likely nor unlikely	16.86%	43
Somewhat likely	20.78%	53
Very likely	20.00%	51
Total		255

Answered: 252    Skipped: 26

# Q28: To what extent, if at all, have you considered the following reasons to leave?

	Not at all	To some extent	To a great extent	Not applicable	Total
To increase your salary	26.94% 66	38.37% 94	26.12% 64	8.57% 21	245
To improve your prospects for tenure	42.39% 103	7.41% 18	9.05% 22	41.15% 100	243
To enhance your career in other ways	19.11% 47	38.21% 94	32.52% 80	10.16% 25	246
To find a more supportive work environment	33.60% 83	28.34% 70	28.74% 71	9.31% 23	247
To find a more satisfying intellectual environment	36.18% 89	28.86% 71	24.39% 60	10.57% 26	246
To increase your time to do research	34.69% 85	23.67% 58	18.78% 46	22.86% 56	245
To pursue a nonacademic job	50.00% 123	19.92% 49	9.35% 23	20.73% 51	246
To reduce stress	33.33% 83	33.73% 84	25.30% 63	7.63% 19	249
To reduce workload	44.13% 109	29.15% 72	18.22% 45	8.50% 21	247
To address child-related issues	49.18% 120	15.16% 37	6.15% 15	29.51% 72	244
To improve the employment situation of your spouse/partner	52.44% 129	13.82% 34	10.98% 27	22.76% 56	246
To lower your cost of living	58.78% 144	17.14% 42	7.35% 18	16.73% 41	245
Retirement	56.63% 141	14.46% 36	11.65% 29	17.27% 43	249
Benefits	73.25% 178	10.29% 25	4.94% 12	11.52% 28	243
To live elsewhere	62.60% 154	18.70% 46	4.07% 10	14.63% 36	246
Great opportunities in my field	37.80% 93	31.30% 77	18.70% 46	12.20% 30	246
Dissatisfaction with leadership	38.46% 95	26.32% 65	23.48% 58	11.74% 29	247

Answered: 253    Skipped: 25

## Q29: To what extent, if at all, have the following reasons encouraged you to stay at Mines?

	Not at all	To some extent	To a great extent	Not applicable	Total
Salary	52.46% 128	36.07% 88	7.38% 18	4.10% 10	244
Tenure or prospects for tenure	33.47% 82	16.73% 41	12.65% 31	37.14% 91	245
Other career benefits	33.33% 80	41.25% 99	18.33% 44	7.08% 17	240
Supportive work environment	31.71% 78	39.84% 98	25.61% 63	2.85% 7	246
Open intellectual environment	31.30% 77	37.80% 93	28.05% 69	2.85% 7	246
Time to do research	41.87% 103	24.39% 60	13.82% 34	19.92% 49	246
Stress level	60.41% 148	26.53% 65	6.53% 16	6.53% 16	245
Workload	58.78% 144	27.76% 68	7.35% 18	6.12% 15	245
Child-related issues	49.18% 120	12.70% 31	6.97% 17	31.15% 76	244
Employment situation of your spouse/partner	41.63% 102	18.78% 46	12.65% 31	26.94% 66	245
Cost of living	59.35% 146	23.98% 59	4.07% 10	12.60% 31	246
Retirement	33.74% 83	32.93% 81	20.73% 51	12.60% 31	246
Benefits	22.98% 57	35.89% 89	35.08% 87	6.05% 15	248
Living in the area	18.29% 45	30.49% 75	47.15% 116	4.07% 10	246
Lack of opportunities in my field	64.05% 155	14.46% 35	6.20% 15	15.29% 37	242
Satisfaction with leadership	54.73% 133	31.69% 77	6.17% 15	7.41% 18	243

## Q31: What is your current position?

Answered: 250   Skipped: 28

Answer Choices	Responses	
Tenured faculty	<b>35.20%</b>	88
Tenure-track faculty seeking tenure	<b>16.00%</b>	40
Teaching Faculty	<b>22.40%</b>	56
Research Faculty	<b>6.00%</b>	15
Library Faculty	<b>3.20%</b>	8
Other	<b>12.40%</b>	31
I prefer not to say	<b>4.80%</b>	12
<b>Total</b>	<b>250</b>	

## Q32: For how long have you been a faculty member at Mines?

Answered: 250 Skipped: 28

Answer Choices	Responses	
1-3 years	29.20%	73
4-9 years	27.60%	69
10+ years	33.20%	83
I prefer not to say	10.00%	25
<b>Total</b>		<b>250</b>

## Q33: In what college is your primary appointment?

Answered: 246 Skipped: 32

Answer Choices	Responses	
CERSE	27.24%	67
CASE	27.24%	67
CECS	27.64%	68
Not applicable	17.89%	44
<b>Total</b>		<b>246</b>

## Q34: In which department/unit is your primary appointment?

Answered: 236 Skipped: 42

Answer Choices	Responses	
Chemical and Biological Engineering	8.05%	19
Chemistry and Geochemistry	4.24%	10
Metallurgical and Materials Engineering	8.90%	21
Physics	5.08%	12
Applied Math and Statistics	6.36%	15
Civil and Environmental Engineering	5.08%	12
Electrical Engineering	2.54%	6
Computer Science	3.39%	8
Mechanical Engineering	7.20%	17
Economics and Business	2.12%	5
Geology and Geological Engineering	6.36%	15
Geophysics	2.54%	6
Liberal Arts and International Studies	4.66%	11
Library	3.39%	8
Military Science/ROTC	0.00%	0
Mining Engineering	2.54%	6
Petroleum Engineering	5.08%	12
Physical Education and Athletics	0.42%	1
I prefer not to say	22.03%	52
Total		236



## Q35: Gender

Answered: 247 Skipped: 31

Answer Choices	Responses	
Male	<b>57.09%</b>	141
Female	<b>26.72%</b>	66
I prefer not to say	<b>16.19%</b>	40
<b>Total</b>		<b>247</b>

## Q36: Race/ethnicity

Answered: 248   Skipped: 30

Answer Choices	Responses	
Black	0.00%	0
American Indian/Alaska Native	0.40%	1
Asian/Pacific Islander	5.65%	14
Hispanic	1.61%	4
White	68.95%	171
I prefer not to say	23.39%	58
<b>Total</b>		<b>248</b>