

Faculty Senate 2016 & 2018 Faculty Climate Survey

2019-2020 FS Survey Committee Members: Kristy Csavina, Amy Landis, Jon A. Leydens (Chair, Senator), Justin Shaffer, and Angie Sower (Senator)

Acknowledgment: Dr. Megan Sanders, Trefny Center

Frequencies

Respondents Per Year

2016	278
2018	171

Length at Mines

	Year		Grand Total
	2016	2018	
1-3 years	73	43	116
4-9 years	69	53	122
10+ years	83	44	127
I prefer not to say	25	11	36

Race/Ethnicity

	Year		Grand Total
	2018	2016	
White	105	171	276
Nonwhite	11	19	30
I prefer not to say	34	58	92

Positions

	Year		Grand Total
	2016	2018	
Tenured faculty	88	49	137
Tenured-track faculty seeking tenure	40	20	60
Teaching Faculty	56	29	85
Research Faculty	15	8	23
Library Faculty	8	7	15
Other	31	27	58
I prefer not to say	12	10	22

Department/unit

	Year		Grand Total
	2016	2018	
Chemical and Biological Engineering	19	10	29
Chemistry	10	4	14
Metallurgical and Materials Engineering	21	11	32
Physics	12	8	20
Applied Math and Statistics	15	12	27
Civil and Environmental Engineering	12	8	20
Electrical Engineering	6	6	12
Computer Science	8	3	11
Mechanical Engineering	17	14	31
Economics and Business	5	3	8
Geology and Geological Engineering	15	4	19
Geophysics	6	1	7
Humanities, Arts, and Social Sciences	11	9	20
Library	8	8	16
Mining Engineering	6	6	12
Petroleum Engineering	12	3	15
Physical Education and Athletics	1	1	2
I prefer not to say	52	27	79

Primary College

	Year		Grand Total
	2016	2018	
CERSE	67	37	104
CASE	67	37	104
CECS	68	52	120
Not Applicable	44	21	65

Gender

	Year		Grand Total
	2016	2018	
Male	141	72	213
Female	66	53	119
I prefer not to say	40	26	66

Faculty Climate Survey Subsections

Workload

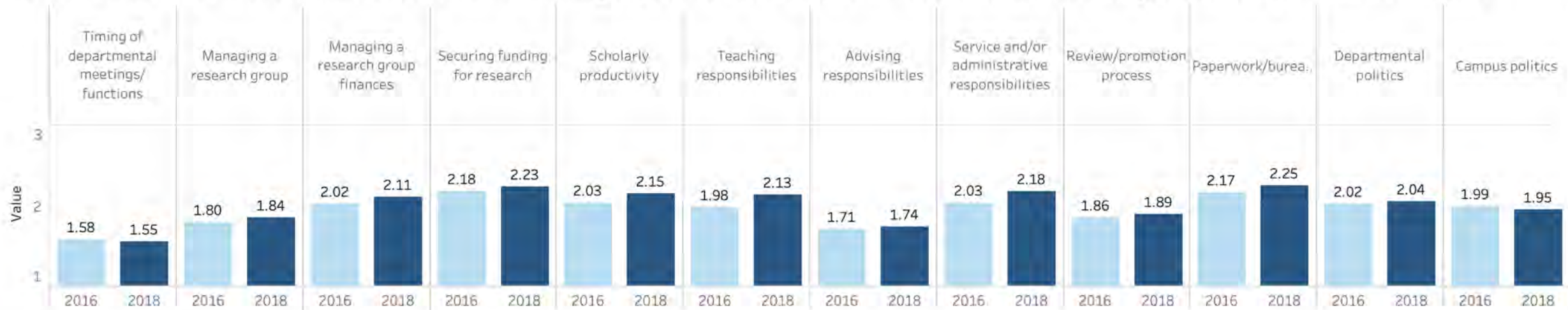
Satisfaction

Climate/Opportunities

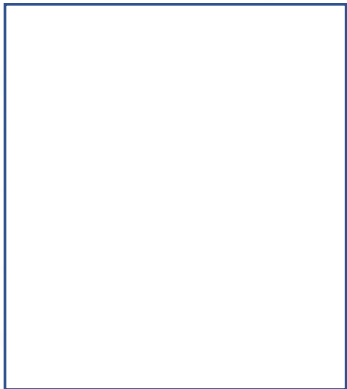
Evaluation, Promotion, and Tenure

Workload

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:



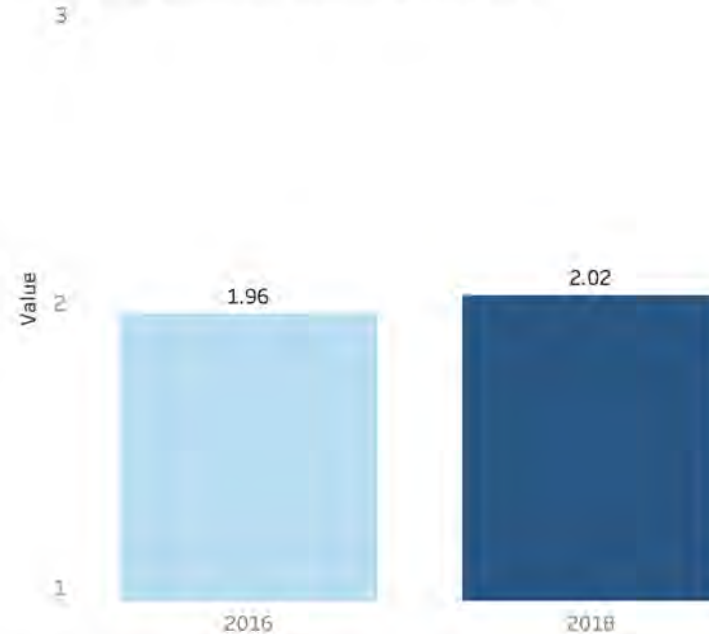
Stress Scale:
1 - Not at all
2 - Somewhat
3 - Extensive



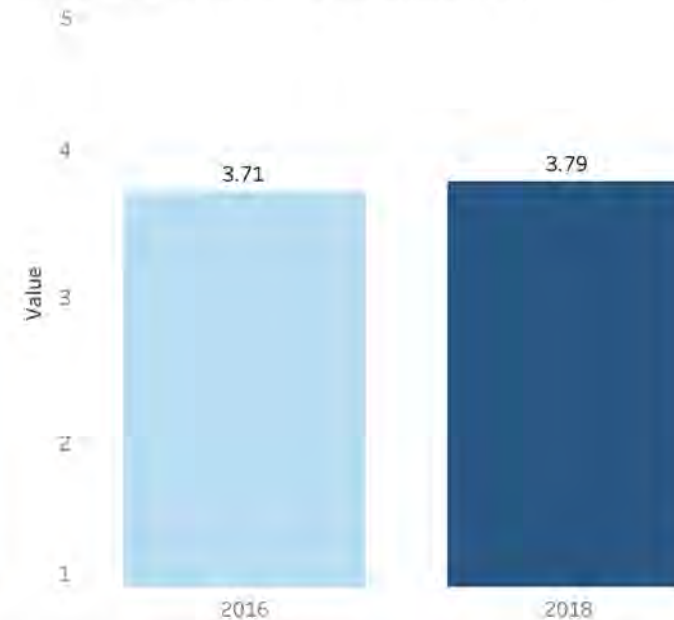
Workload

Work Overall as a Source of Stress

Average of 12 questions on specific aspects of work



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



Stress Scale:

- 1 - Not at all
- 2 - Somewhat
- 3 - Extensive

Reasonable Workload Scale:

- 1 - Much too light
- 2 - Too light
- 3 - About right
- 4 - Too heavy
- 5 - Much too heavy

Top 3 Sources of Stress

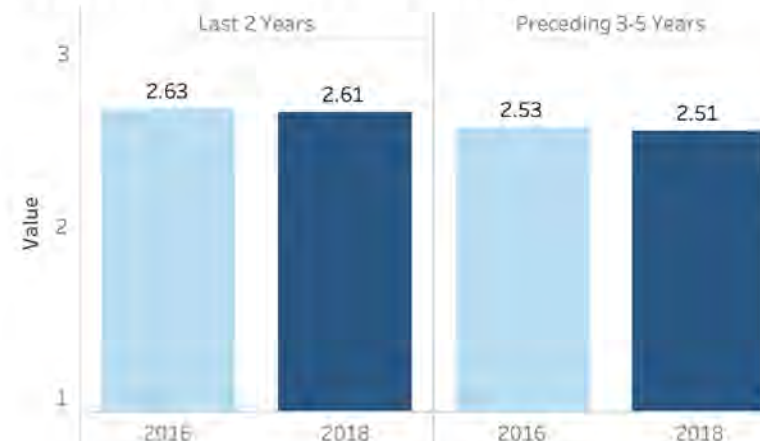
2016

1. Securing funding for research
2. Paperwork/bureaucracy
3. Service and/or administrative responsibilities

2018

1. Paperwork/bureaucracy
2. Securing funding for research
3. Service and/or administrative responsibilities

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



Workload Change Scale:

- 1 - Workload decreased
- 2 - Workload stayed the same
- 3 - Workload increased

Workload

Work Overall as a Source of Stress

Average of 12 questions on specific aspects of work



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



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

Top 3 Sources of Stress

2016

1. Securing funding for research
2. Paperwork/bureaucracy
3. Service and/or administrative responsibilities

2018

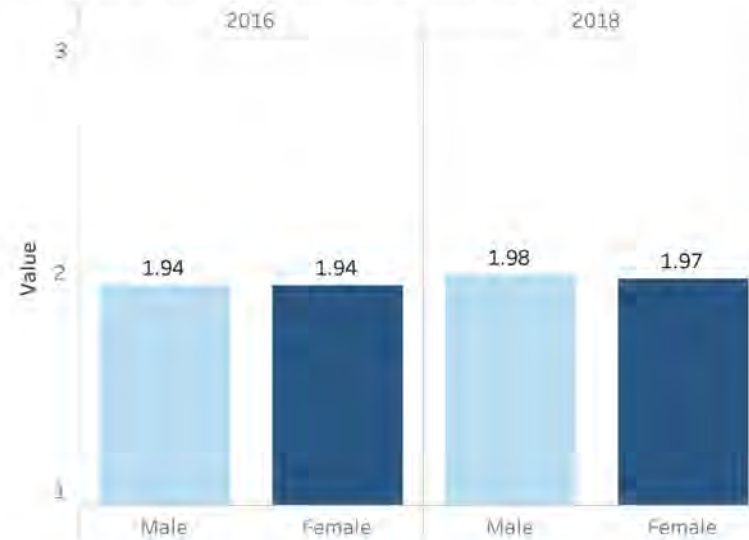
1. Paperwork/bureaucracy
2. Securing funding for research
3. Service and/or administrative responsibilities



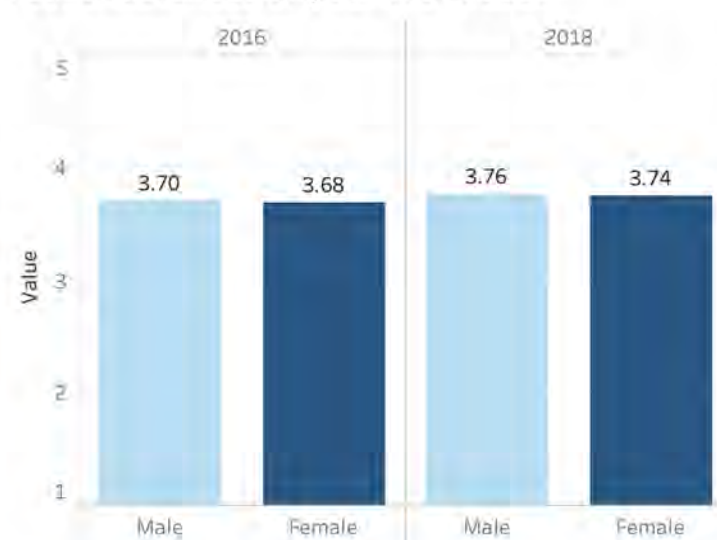
Workload

Work Overall as a Source of Stress

Average of 12 questions on specific aspects of work



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



Stress Scale:
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2 - Somewhat
3 - Extensive

Reasonable Workload Scale:
1 - Much too light
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3 - About right
4 - Too heavy
5 - Much too heavy

Top 3 Sources of Stress

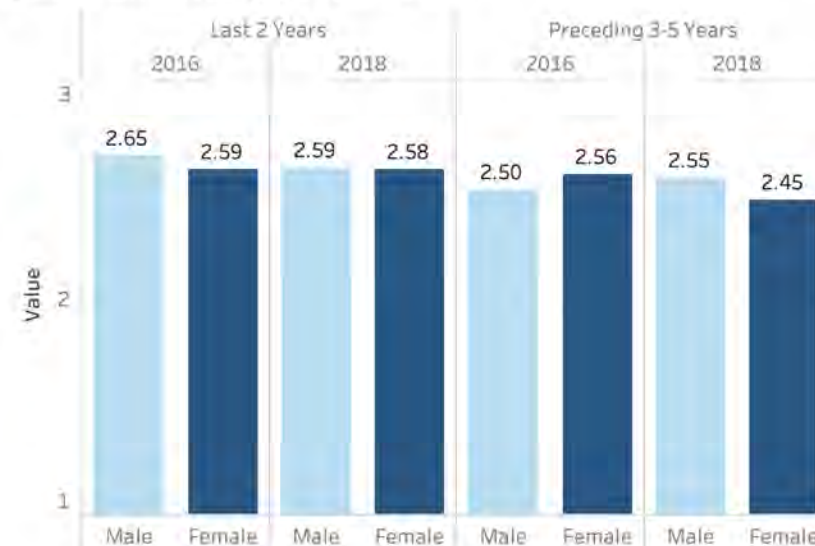
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2018

1. Paperwork/bureaucracy
2. Securing funding for research
3. Service and/or administrative responsibilities

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



Workload Change Scale:
1 - Workload decreased
2 - Workload stayed the same
3 - Workload increased

All open-ended responses are from the **2018 survey**.

Open-Ended Responses on Workload

“Making sure that all [faculty] members have equal [implied: service] loads ... is necessary. The lack of fairness is a major problem.”

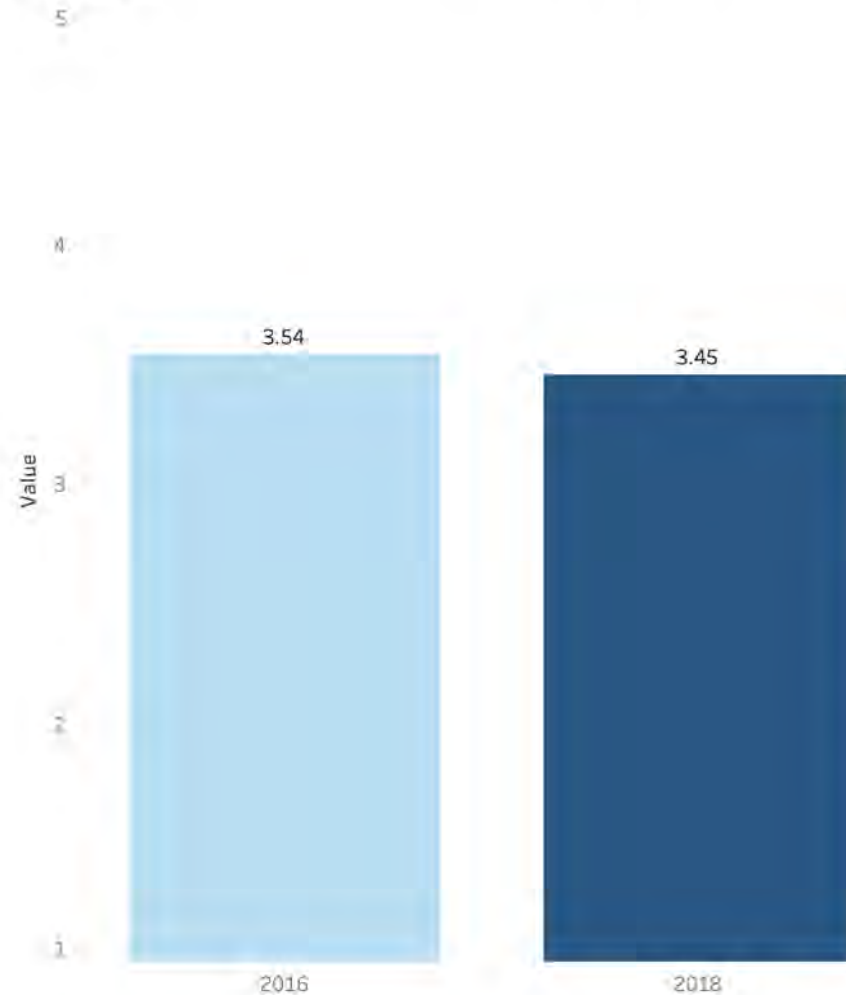
“It seems as though workload is ever increasing, without the ability to hire staff and faculty to share the burden. I think this contributes to problems with retention and also a reduction in quality of instruction and research productivity.”

“The level of non-functioning or barely functional electronic systems at Mines has skyrocketed. These badly designed systems eat up enormous amounts of time, and are much slower than older paper systems. Every single electronic system with the exception of Mines Mail has had significant problems. Filing a travel expense report used to take 5-10 min. It can now take up to hours depending on how TEM is doing that day. This is true of all the systems.”

Overall Satisfaction with Being a Faculty Member at Mines

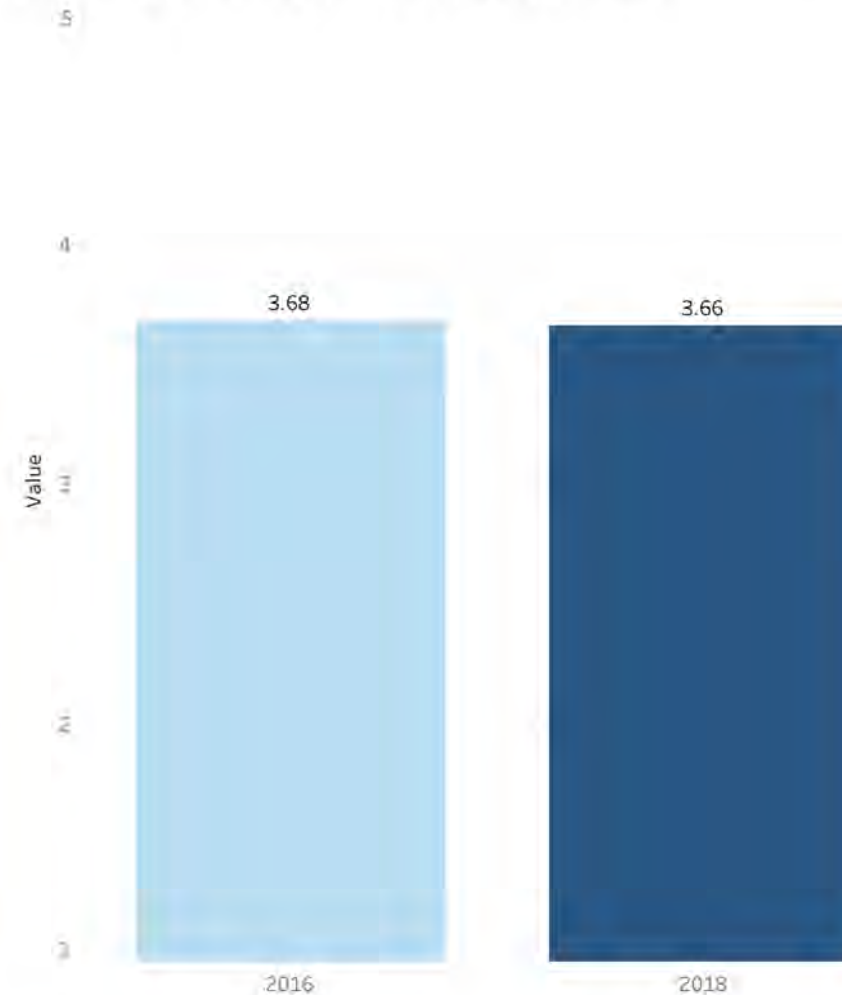
Satisfaction Scale:
1 - Very dissatisfied
2 - Somewhat dissatisfied
3 - Neutral
4 - Somewhat satisfied
5 - Very satisfied

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



Agreement Scale:
1 - Strongly disagree
2 - Somewhat disagree
3 - Neutral
4 - Somewhat agree
5 - Strongly agree

If I had to decide all over again to be a faculty member at Mines, I would again choose to be here.

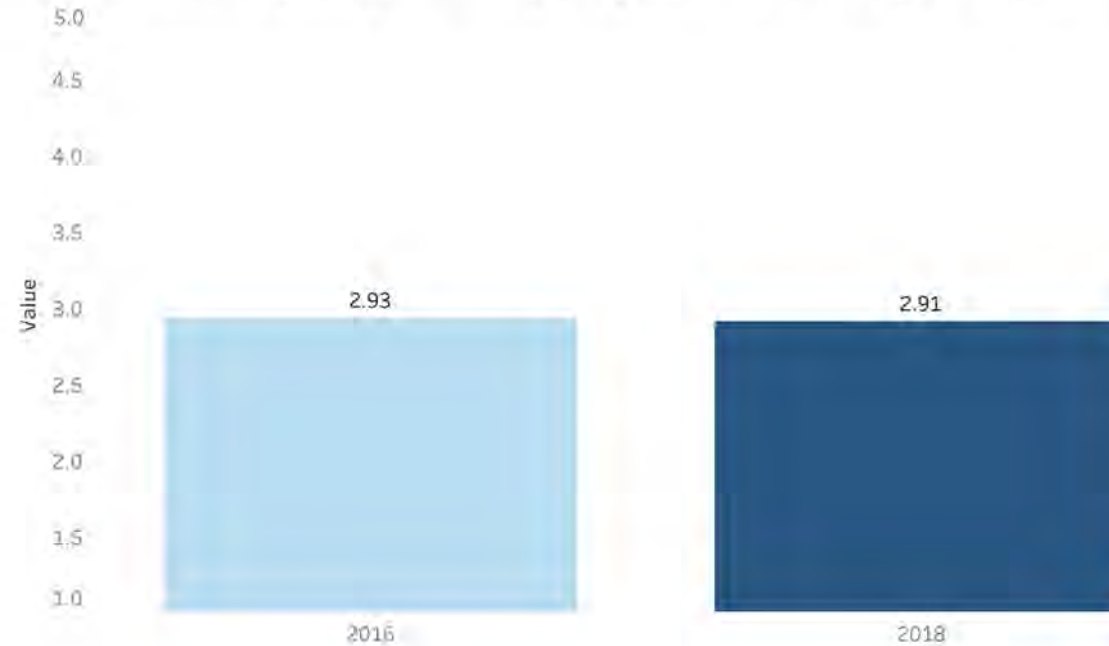


Overall Satisfaction with Being a Faculty Member at Mines continued

Likelihood Scale:

- 1 - Very unlikely
- 2 - Somewhat unlikely
- 3 - Neutral
- 4 - Somewhat likely
- 5 - Very likely

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



Top 3 Reasons to Leave Mines

2016

1. To enhance your career in other ways
2. To increase your salary
3. To find a more supportive work environment

2018

1. To enhance your career in other ways
2. To increase your salary
3. To find a more supportive work environment

Top 3 Reasons to Stay at Mines

2016

1. Living in the area
2. Benefits
3. Open intellectual environment

2018

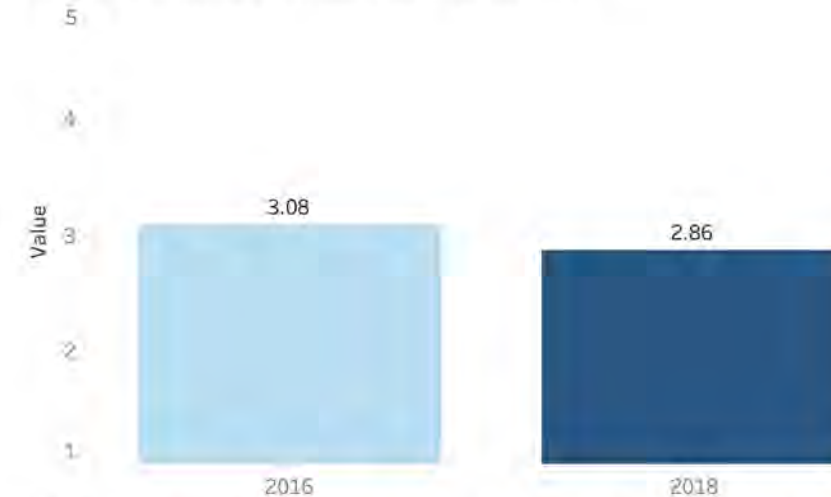
1. Living in the area
2. Benefits
3. Open intellectual environment

Satisfaction with Specific Aspects of Being a Faculty Member at Mines

Satisfaction Scale:
1 - Very dissatisfied
2 - Somewhat dissatisfied
3 - Neutral
4 - Somewhat satisfied
5 - Very satisfied

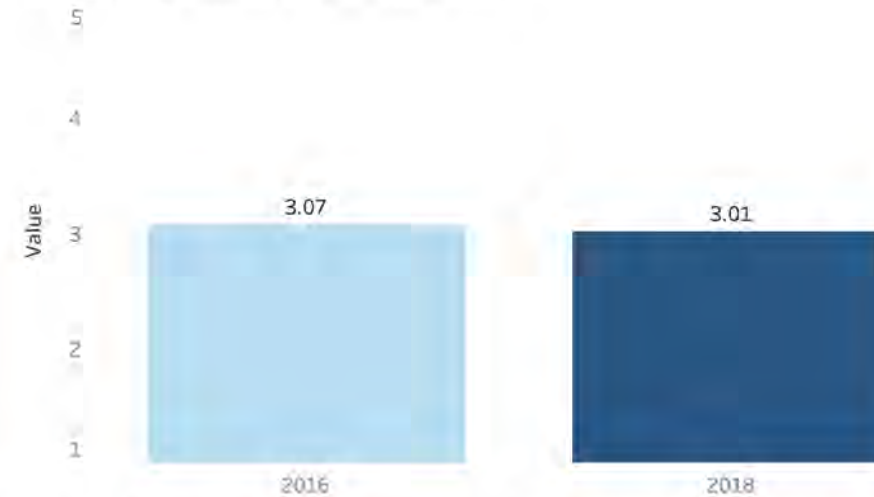
Overall Satisfaction with Job Responsibilities

Average of 7 questions on specific job responsibilities



Overall Satisfaction with Resources

Average of 12 questions on specific resources



Job Responsibilities with the Highest and Lowest Satisfaction

2016

Highest: Teaching responsibilities
Lowest: Time available for scholarly work

2018

Highest: Teaching responsibilities
Lowest: Time available for scholarly work

Most Important Aspects of Job (See Appendix pg. 2)

2016

1. Transparency in decision-making
2. Academic freedom
3. Teaching undergraduate students

2018

1. Transparency in decision-making
2. Academic freedom
3. Open environment for discussing differing ideas

Resources with the Lowest Satisfaction

2016

1. Support for graduate students
2. Number or breadth of faculty within department to deliver curriculum
3. Number or breadth of faculty within department to advance research

2018

1. Support for graduate students
2. Number or breadth of faculty within department to deliver curriculum
3. Number or breadth of faculty within department to advance research

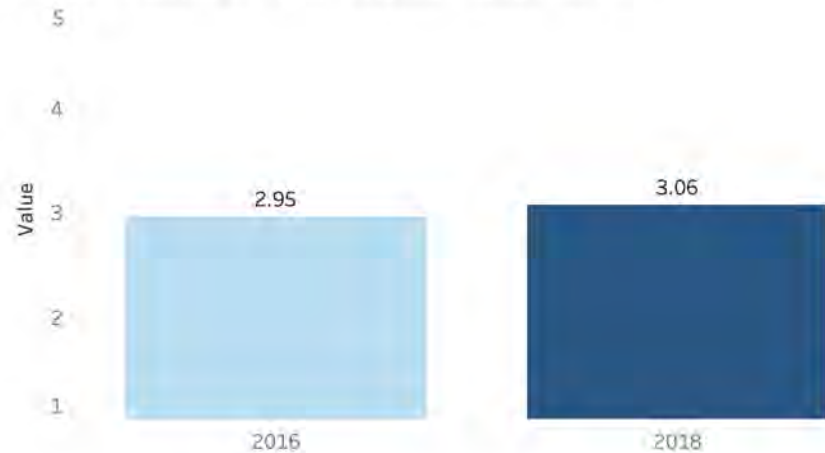
Satisfaction with Specific Aspects of Being a Faculty Member at Mines continued

Satisfaction Scale:
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 3 - Neutral
 4 - Somewhat satisfied
 5 - Very satisfied

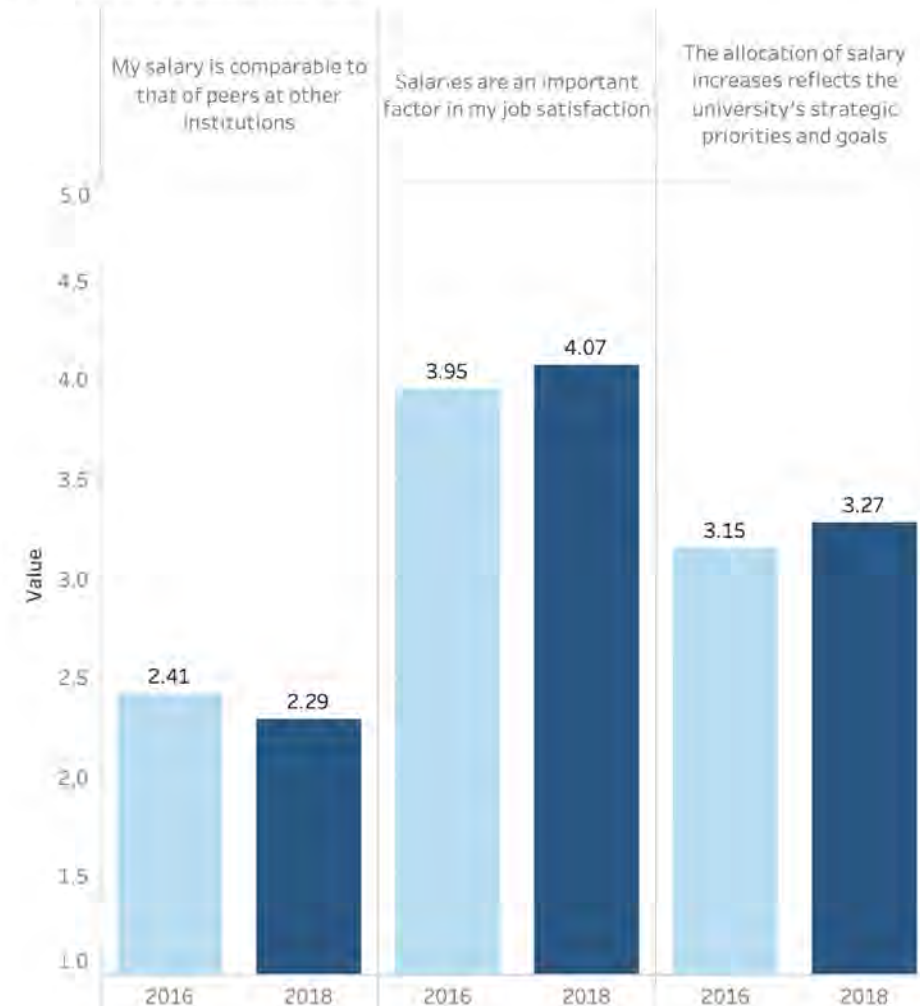
Agreement Scale:
 1 - Strongly disagree
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 3 - Neutral
 4 - Somewhat agree
 5 - Strongly agree

Overall Satisfaction with Compensation

Average of 6 questions on specific aspects of compensation



Please indicate your agreement or disagreement with the following statements:



Aspects of Compensation with the Highest and Lowest Satisfaction

2016

Highest: Benefits
 Lowest: Salary Raises

2018

Highest: Benefits
 Lowest: Cost-of-Living Adjustments

Overall Satisfaction with Being a Faculty Member at Mines

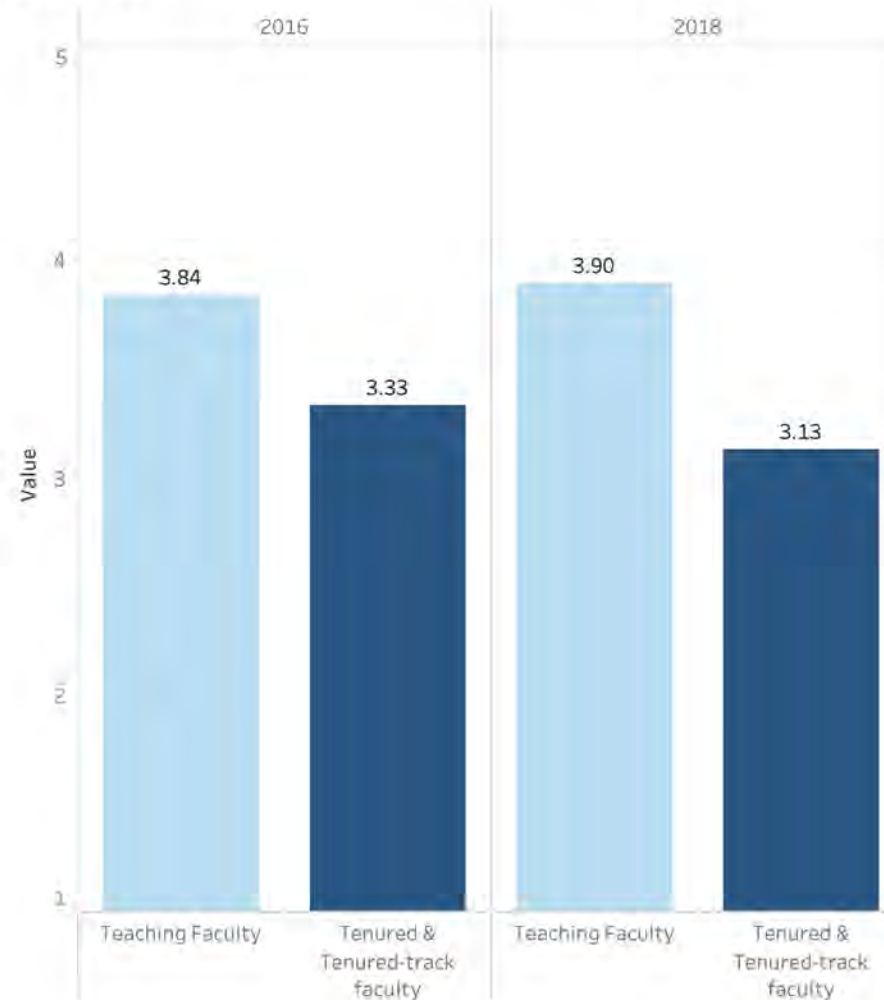
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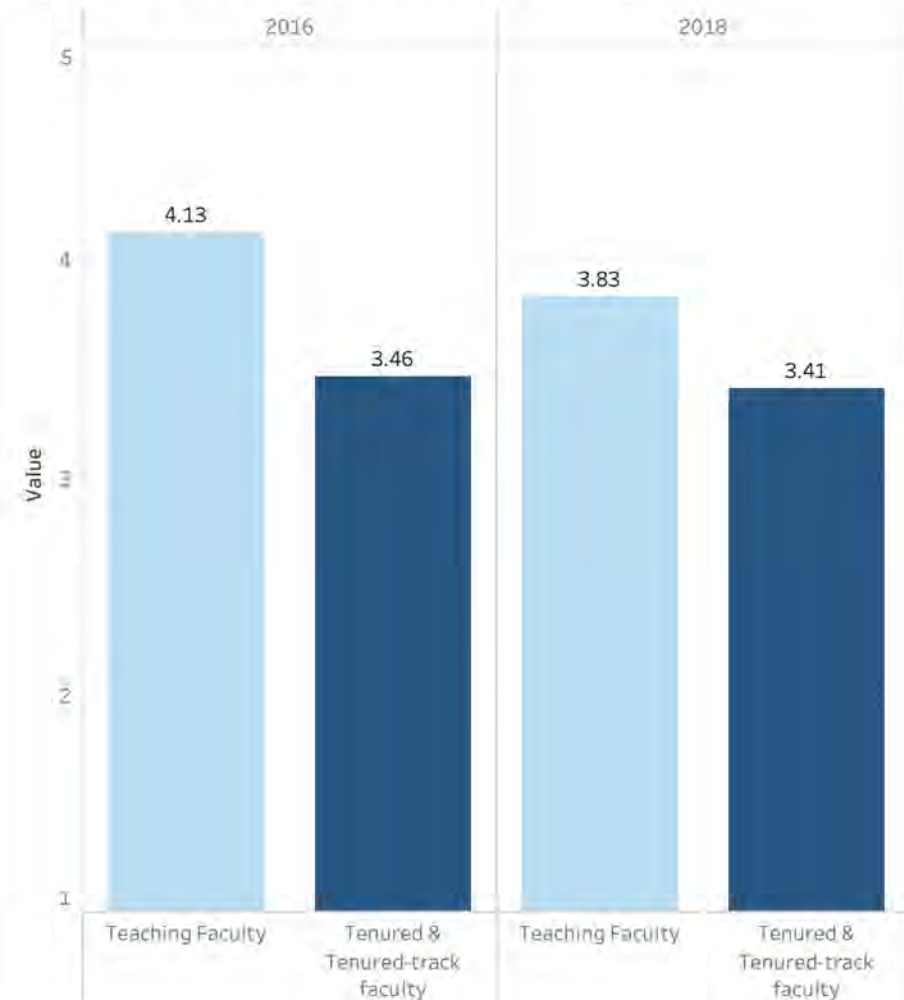
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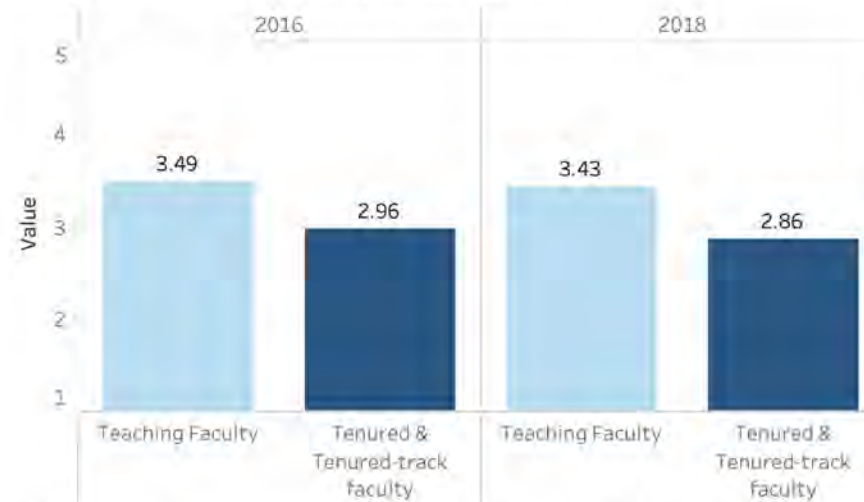
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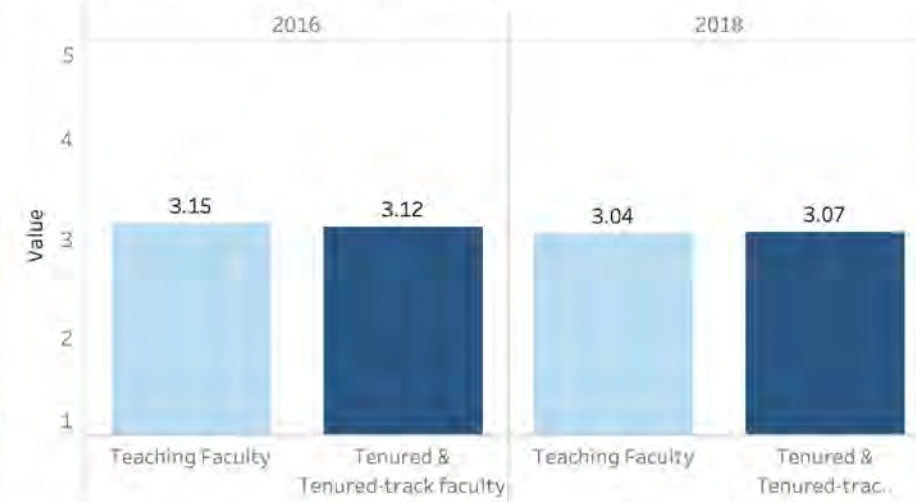
Overall Satisfaction with Job Responsibilities

Average of 7 questions on specific job responsibilities



Overall Satisfaction with Resources

Average of 12 questions on specific resources



Overall Satisfaction with Being a Faculty Member at Mines

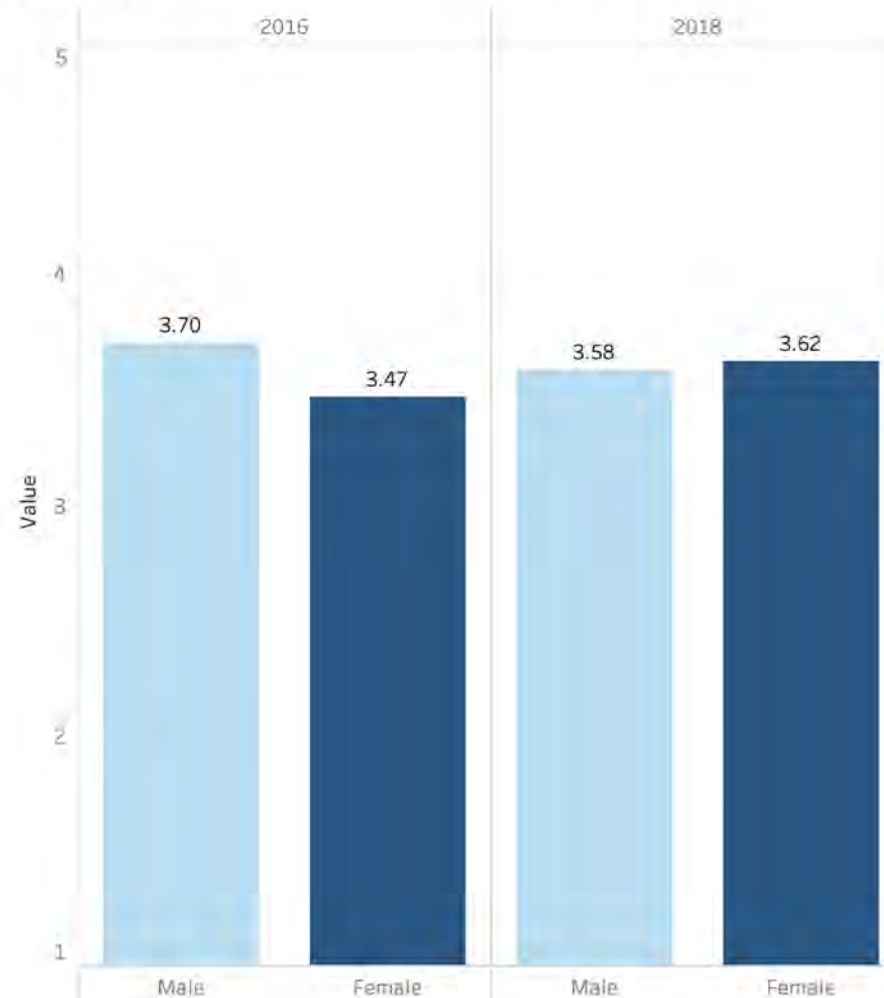
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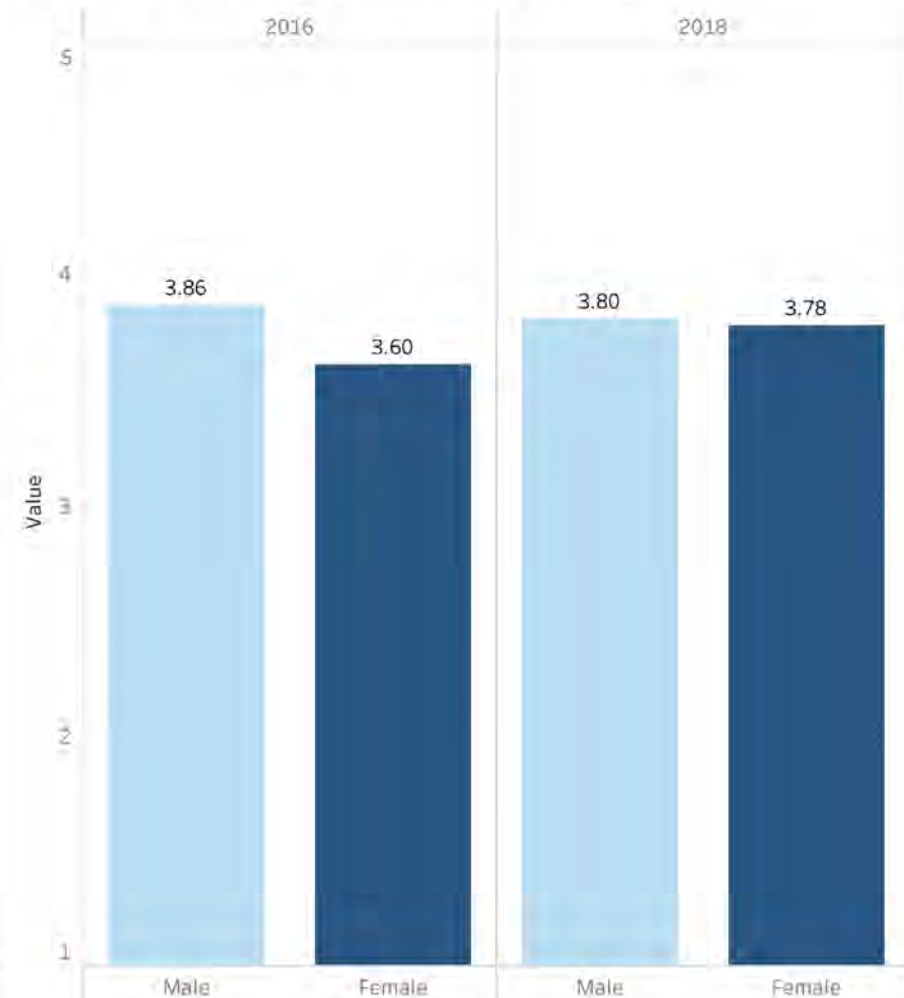
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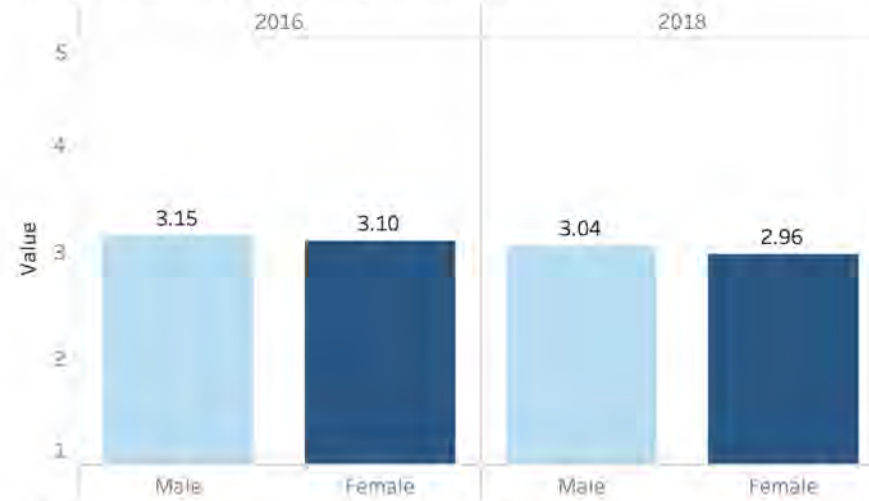
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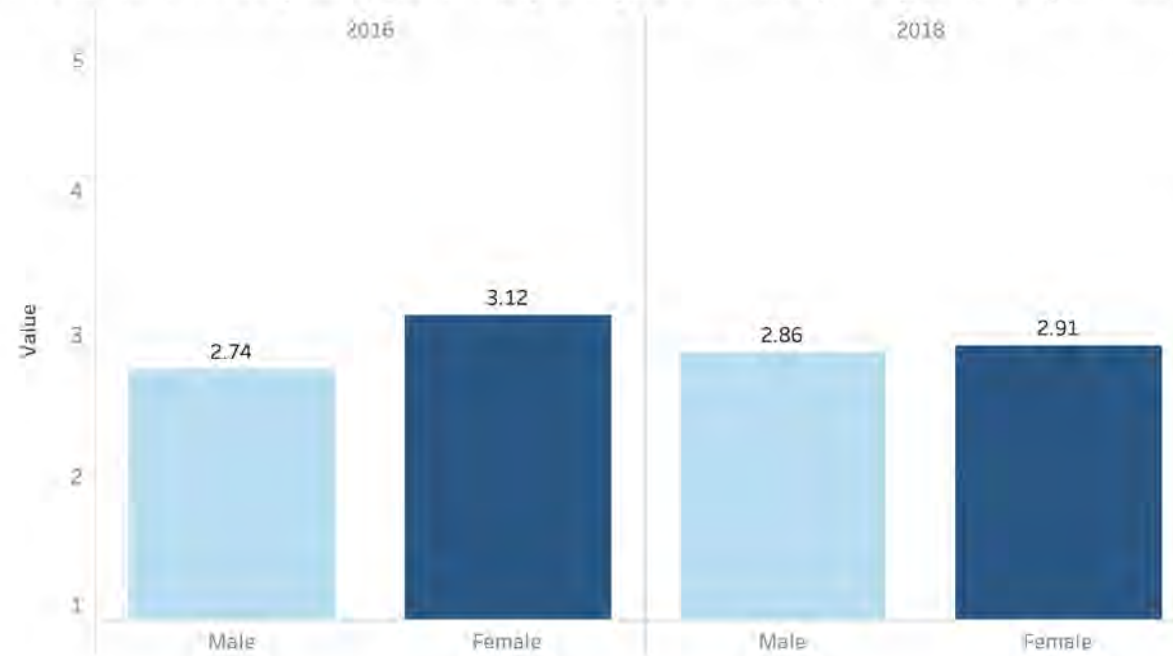


Overall Satisfaction with Being a Faculty Member at Mines continued

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Satisfaction with Specific Aspects of Being a Faculty Member at Mines continued

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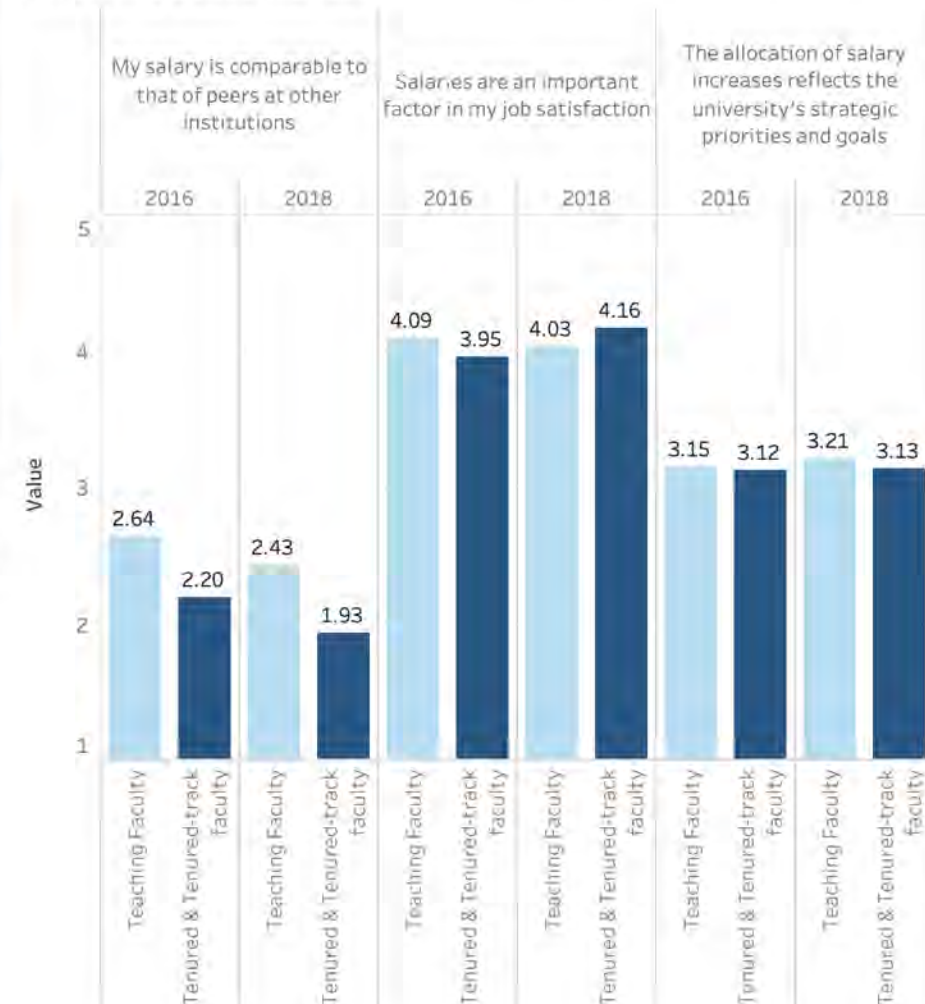
Agreement Scale:
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Overall Satisfaction with Compensation

Average of 6 questions on specific aspects of compensation



Please indicate your agreement or disagreement with the following statements:



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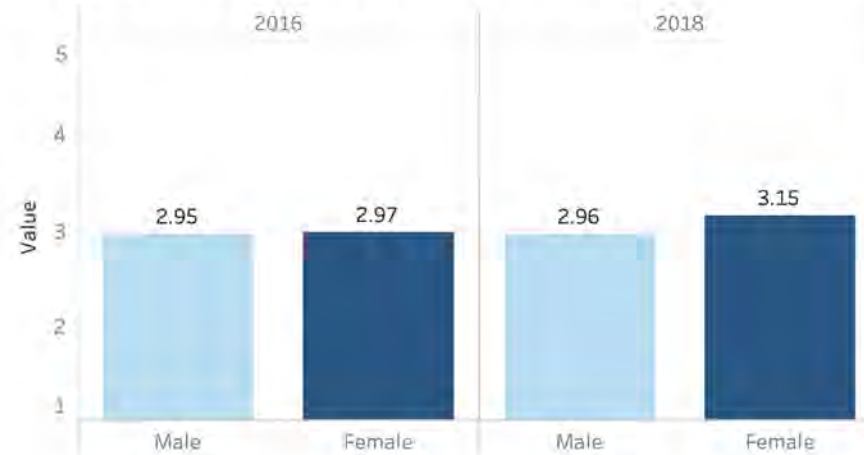
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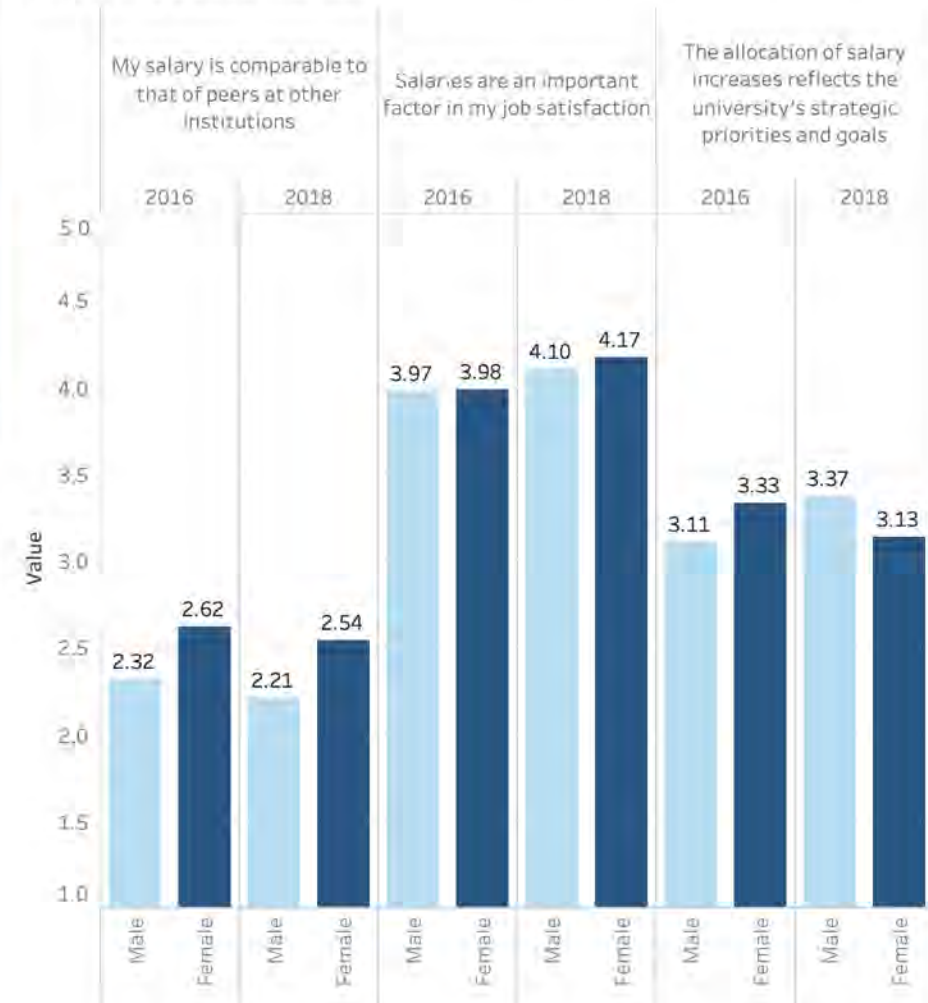
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Highest: Benefits
 Lowest: Salary Raises

2018

Highest: Benefits
 Lowest: Cost-of-Living Adjustments

Open-Ended Responses on Satisfaction

“I enjoy and respect the faculty that I work with directly. They are all very competent and caring and we do a fantastic job as a team even though we are somewhat underfunded in terms of support staff and facilities. For these reasons, I am mostly satisfied with my work at Mines. I feel that the administrative bureaucracy and politics (for example: lack of transparency in decision making and biased hiring) are my largest areas of dissatisfaction. Lastly, one of my biggest areas of concerns is the low pay rates for adjunct faculty members. [...] if CSM wants to attract high-caliber talent and turn out world-class leaders in STEM fields, low adjunct pay rates will suppress these efforts. Attracting and rewarding quality adjunct staff is critical to the success of our students.”

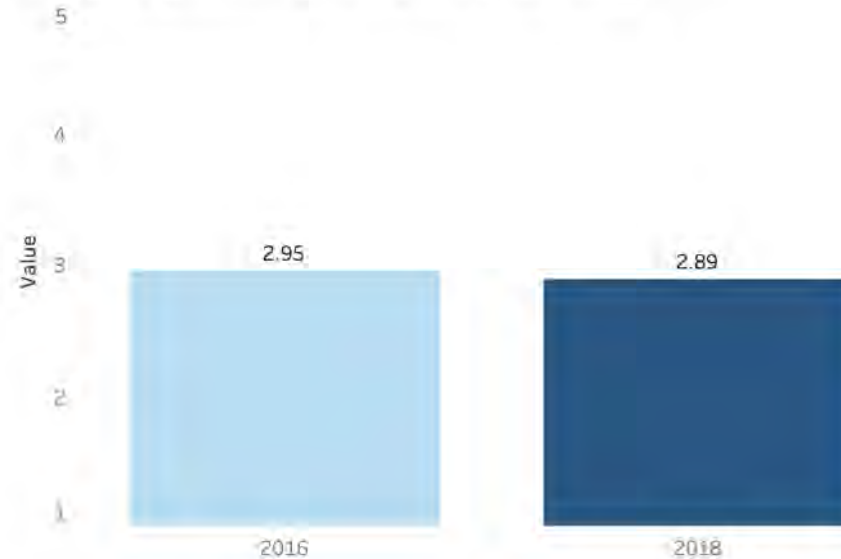
“Again, I love it here. I love my students. But I mostly feel like faculty here are seen as cogs in the greater wheel, rather than resources that need to be protected and valued and compensated at the same rates (imagine THAT day!!!) as administration.”

Climate and Opportunities

Agreement Scale:
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2 - Somewhat disagree
3 - Neutral
4 - Somewhat agree
5 - Strongly agree

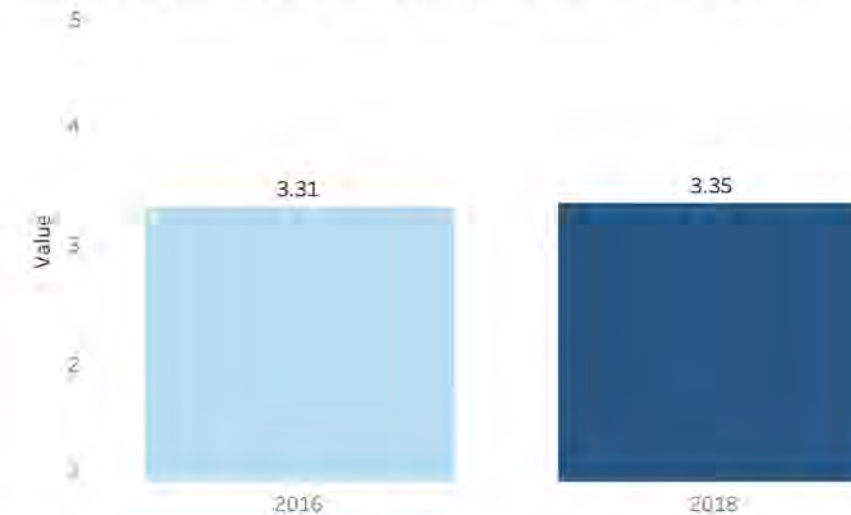
Overall Agreement about a Positive Climate at Mines

Average of 16 questions on specific aspects of Mines' climate



Overall Agreement about a Positive Climate in Department

Average of 12 questions on specific aspects of the Department Climate



Highest and Lowest Rated Aspects of Climate at Mines

2016

Highest: I feel I am given the opportunity to serve on important committees.

Lowest: Decision making is efficient

2018

Highest: I am able to make decisions about my areas of responsibility.

Lowest: I have a voice in decision-making

Highest and Lowest Rated Aspects of Climate in Department

2016

Highest: Interdisciplinary research is valued and supported

Lowest: I fear retaliation for what I say or do

2018

Highest: Department/unit creates a collegial and supportive environment

Lowest: I fear retaliation for what I say or do

Climate and Opportunities

Agreement Scale:

- 1 - Strongly disagree
- 2 - Somewhat disagree
- 3 - Neutral
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Overall Agreement about a Positive Climate at Mines

Average of 16 questions on specific aspects of Mines' climate



Overall Agreement about a Positive Climate in Department

Average of 12 questions on specific aspects of the Department Climate



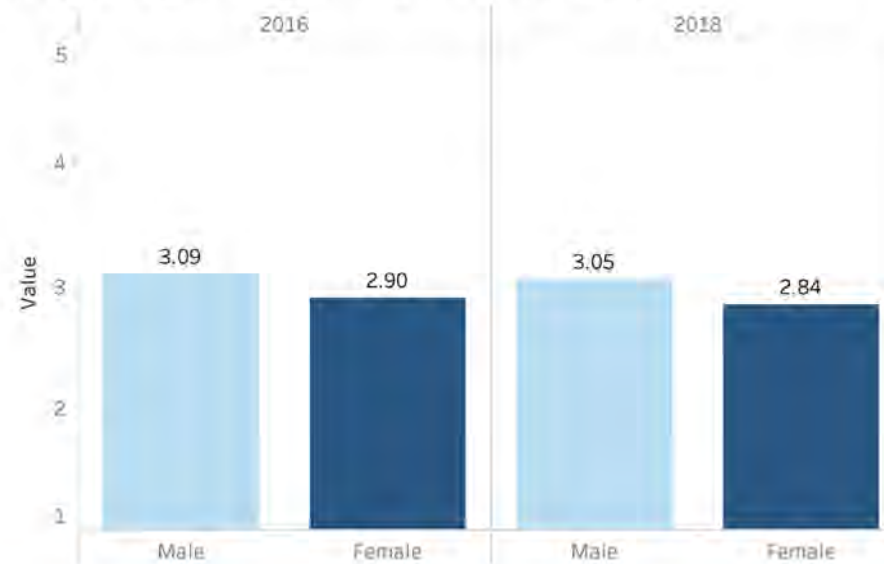
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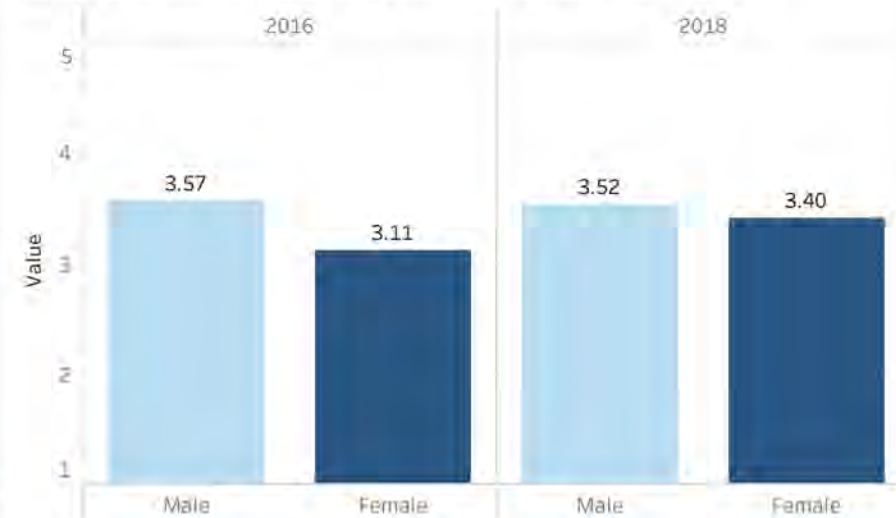
Overall Agreement about a Positive Climate at Mines

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Overall Agreement about a Positive Climate in Department

Average of 12 questions on specific aspects of the Department Climate



Open-Ended Responses on Climate/Opportunities

“[The current college structure] has not improved anything compared to no colleges. Structure doesn't matter- implementation and leadership does. If we had strong leadership with good vision and effective implementation, structure wouldn't matter.”

“I really love my students, and many of my colleagues. Mines has a leadership issue and regularly creates overworked, ineffective, dictatorial leaders with little to no accountability.”

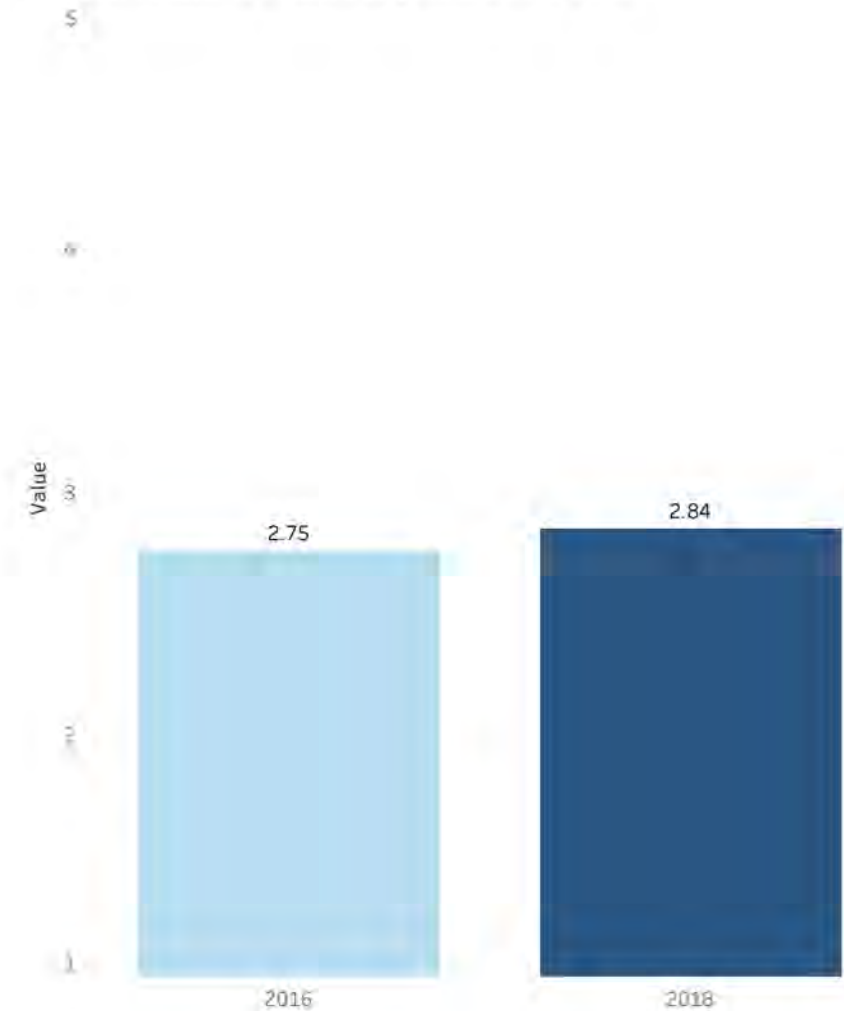
“For all the problems, I believe in this institution. There is so much potential here, but much of it has been absorbed by administrative bloat.”

Evaluations, Promotions, and Tenure

Agreement Scale:
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3 - Neutral
4 - Somewhat agree
5 - Strongly agree

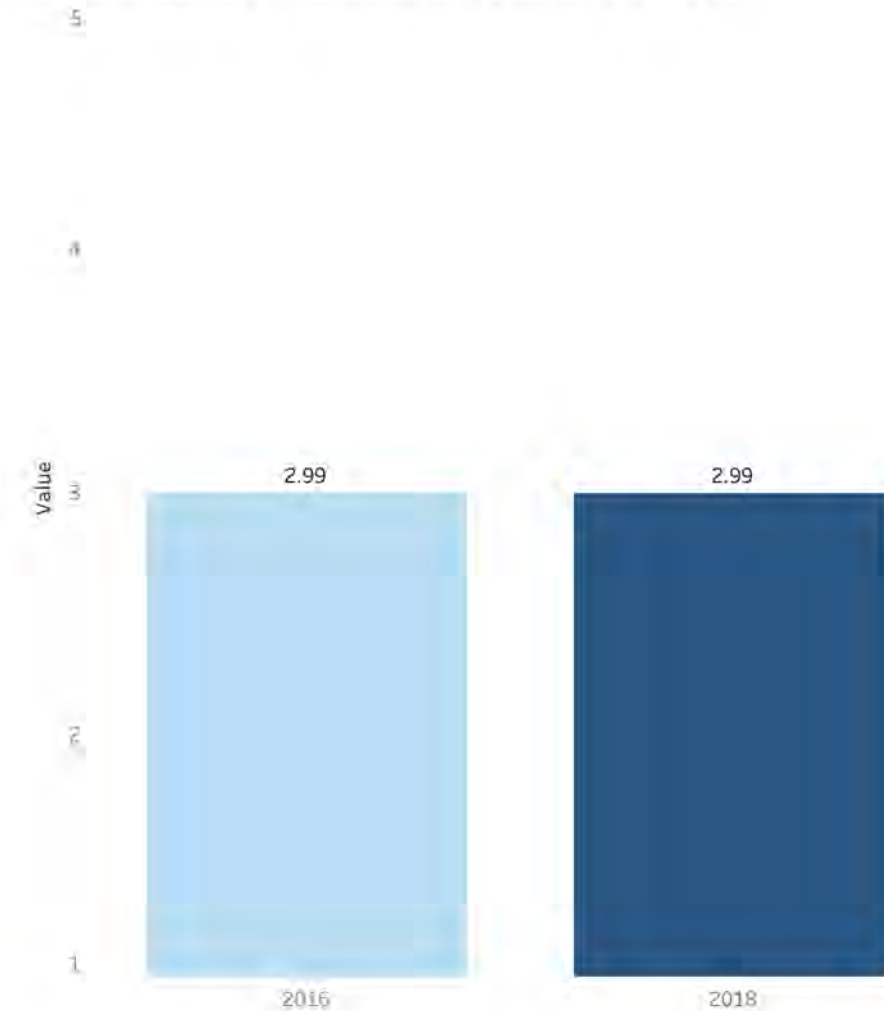
Overall Satisfaction with Annual Review

Average of 5 questions on specific aspects of annual review



Overall Satisfaction with Promotion and Tenure

Average of 7 questions on specific aspects of promotion and tenure



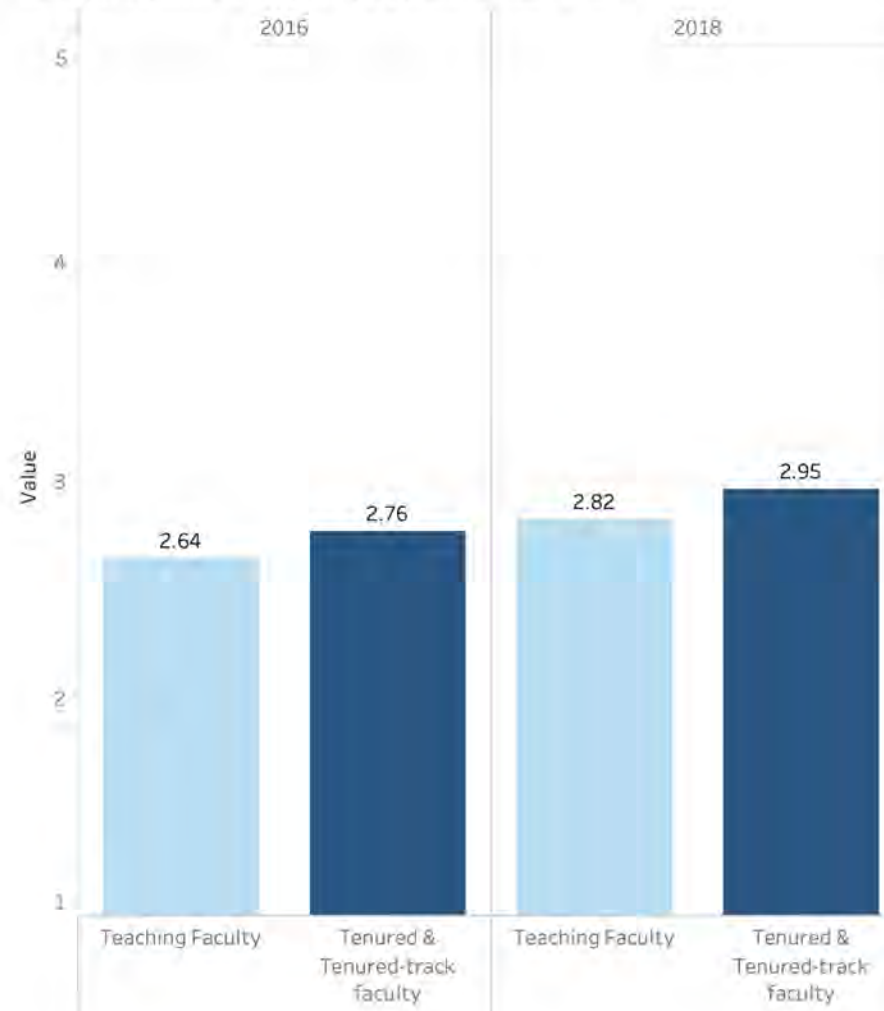
Evaluations, Promotions, and Tenure

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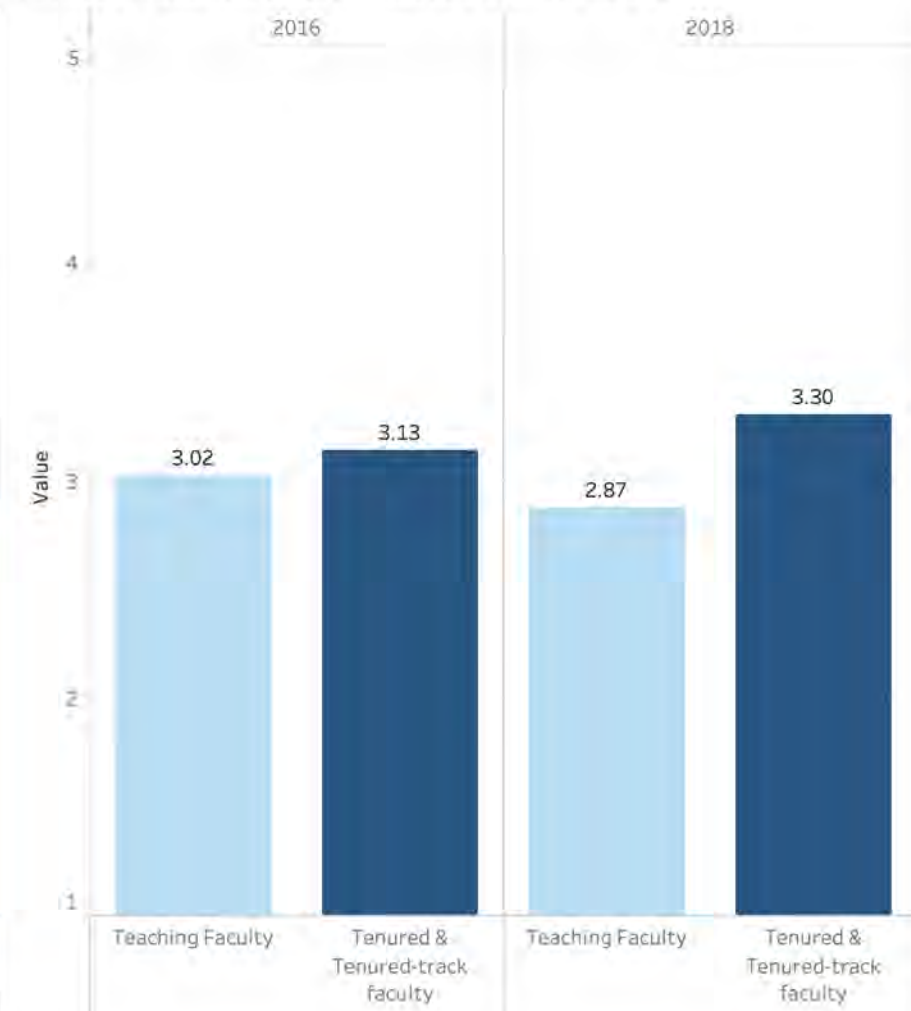
Overall Satisfaction with Annual Review

Average of 5 questions on specific aspects of annual review



Overall Satisfaction with Promotion and Tenure

Average of 7 questions on specific aspects of promotion and tenure



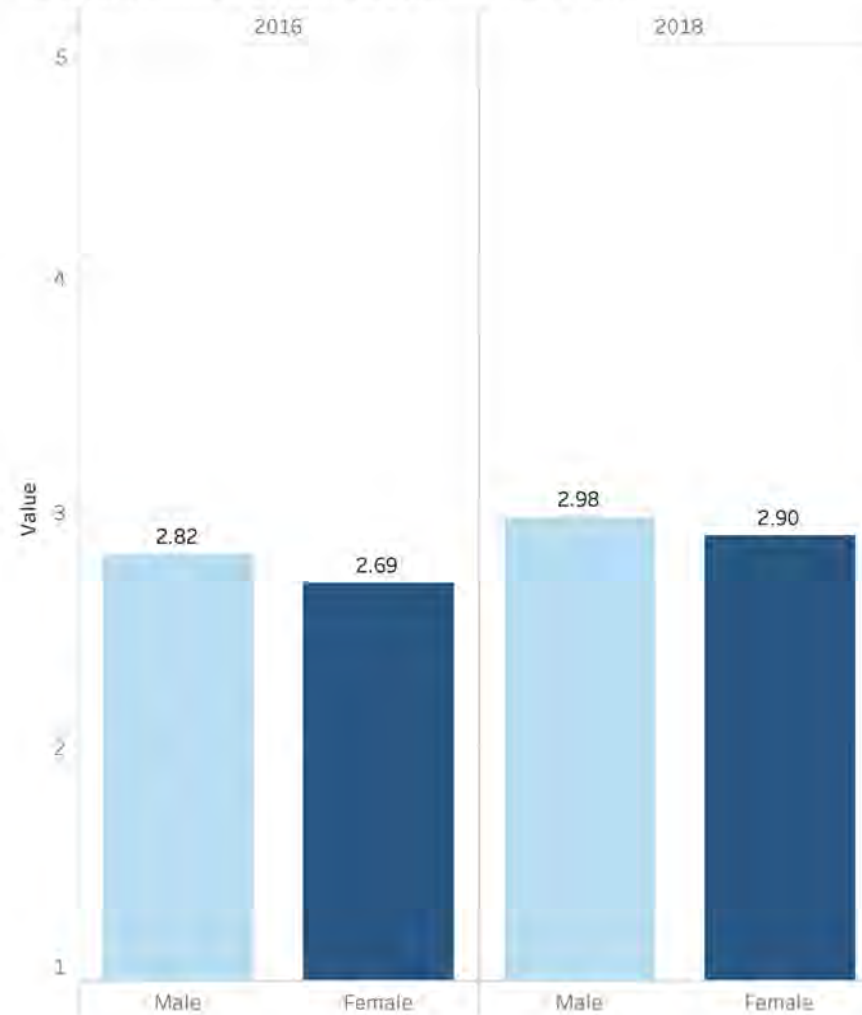
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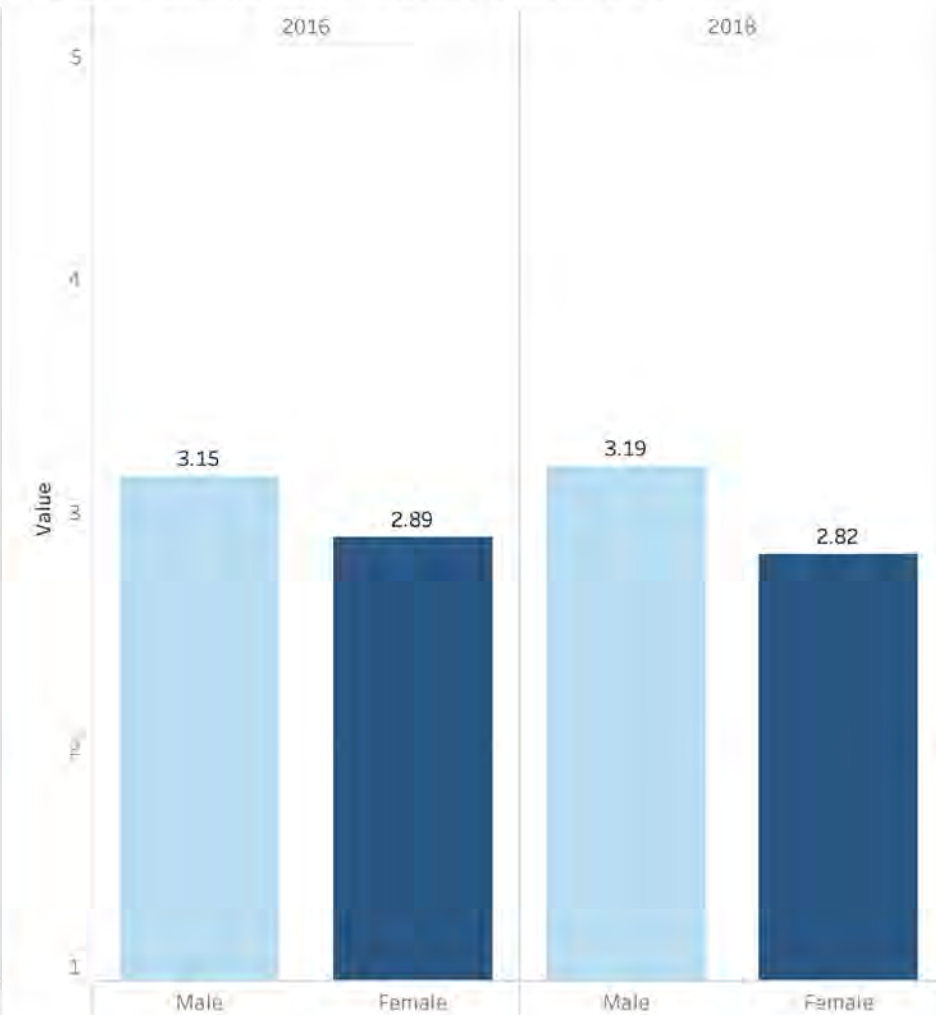
Overall Satisfaction with Annual Review

Average of 5 questions on specific aspects of annual review



Overall Satisfaction with Promotion and Tenure

Average of 7 questions on specific aspects of promotion and tenure



Open-Ended Responses on Evaluations, Promotion, and Tenure

“It seems as though any amount of external funding is never enough[....] Administration/Guggenheim has to understand that not every department is the same. I strongly encourage that MINES conduct a survey of resources/responsibilities/returns/benefits/raises/salary in every discipline among our peers. This will help the administration to develop an understanding of where things are in each academic unit of MINES when compared to other places.”

“Consistent faculty mentoring and departmental leadership following progress of tenure track faculty needs improvement in at least several departments. Not all our young faculty are well served in this regard.”

“The promotion process for [Teaching Faculty] is vague and not as well defined compared to T/TT faculty.”

Open-Ended Responses - Overall

Final survey question: Are there any comments you wish to make about faculty issues, or about this survey in particular?

Received 40 (out of 171) responses

Sample Responses of Recurring Issues

Open-Ended Responses - Overall

“The bean-counting of workload indices seems like a bad idea for campus culture and productivity. We need more efficient processes and more (efficient) staff support so that faculty can concentrate on the things that make this university great: pursuing funding, (interdisciplinary) research, and quality teaching. Few of us are reaching our full potential in these aspects because the associated service and administrative workload is far too high. This means that the university isn't reaching its full potential either.”

“Appropriate classroom space is a significant issue that is not being addressed. Students are being taught and tested in classrooms that are too crowded and cramped.”

“Since the departure of the previous provost, things have improved. Uncertainty lies in the new provost and what the President might do next.”

Summary of Key Findings

Many responses averaged out at/near the neutral range, indicating neither strong (dis)satisfaction, neither highly positive nor negative climate, etc.

Overall satisfaction with being a faculty member at Mines declined somewhat between 2016 and 2018. (One goal would be to see that trend reversed.)

Faculty tend to resent (bureaucratic) tasks that take time from research and teaching.

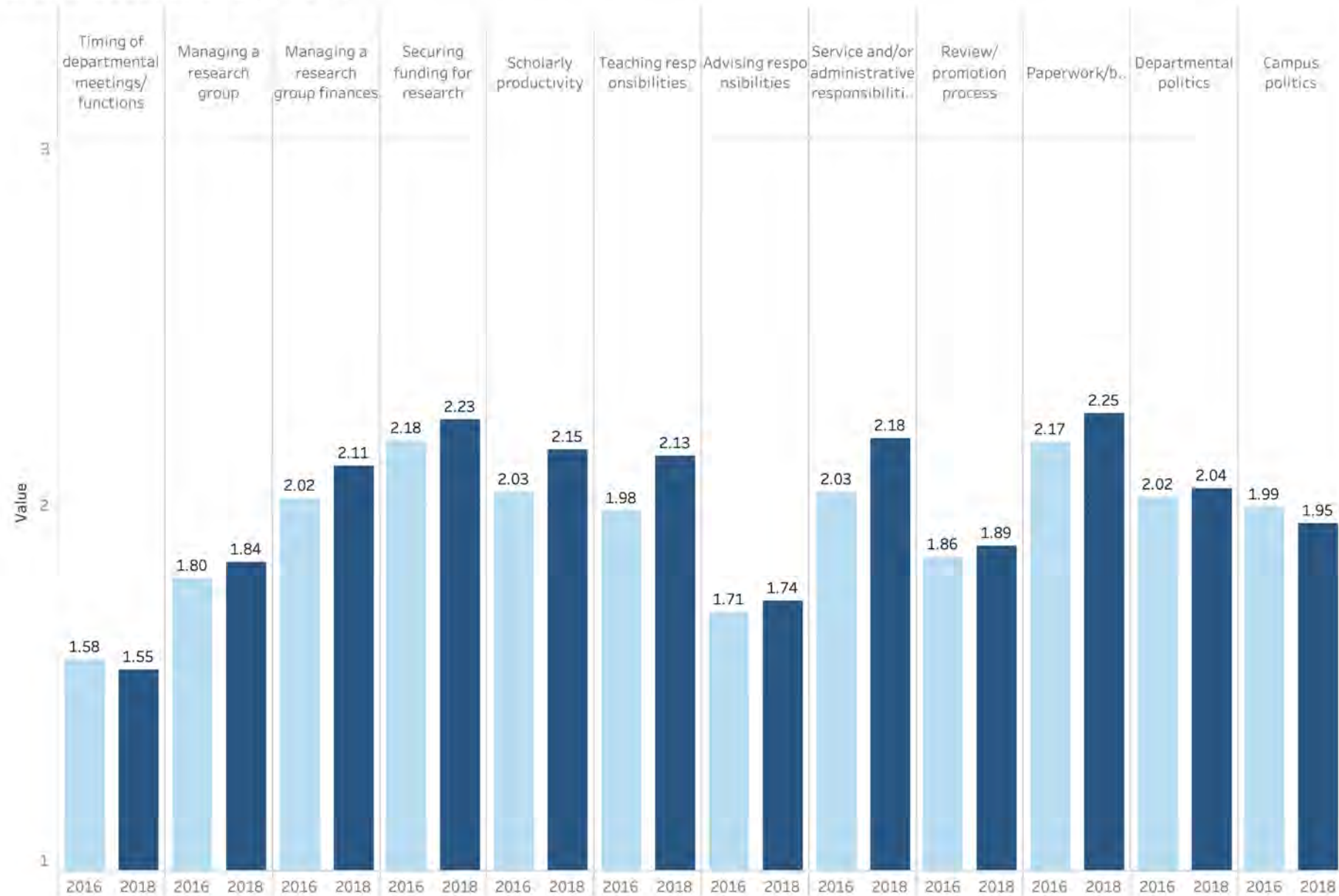
Action Items from the FC Survey...

Comments and Questions

Appendix

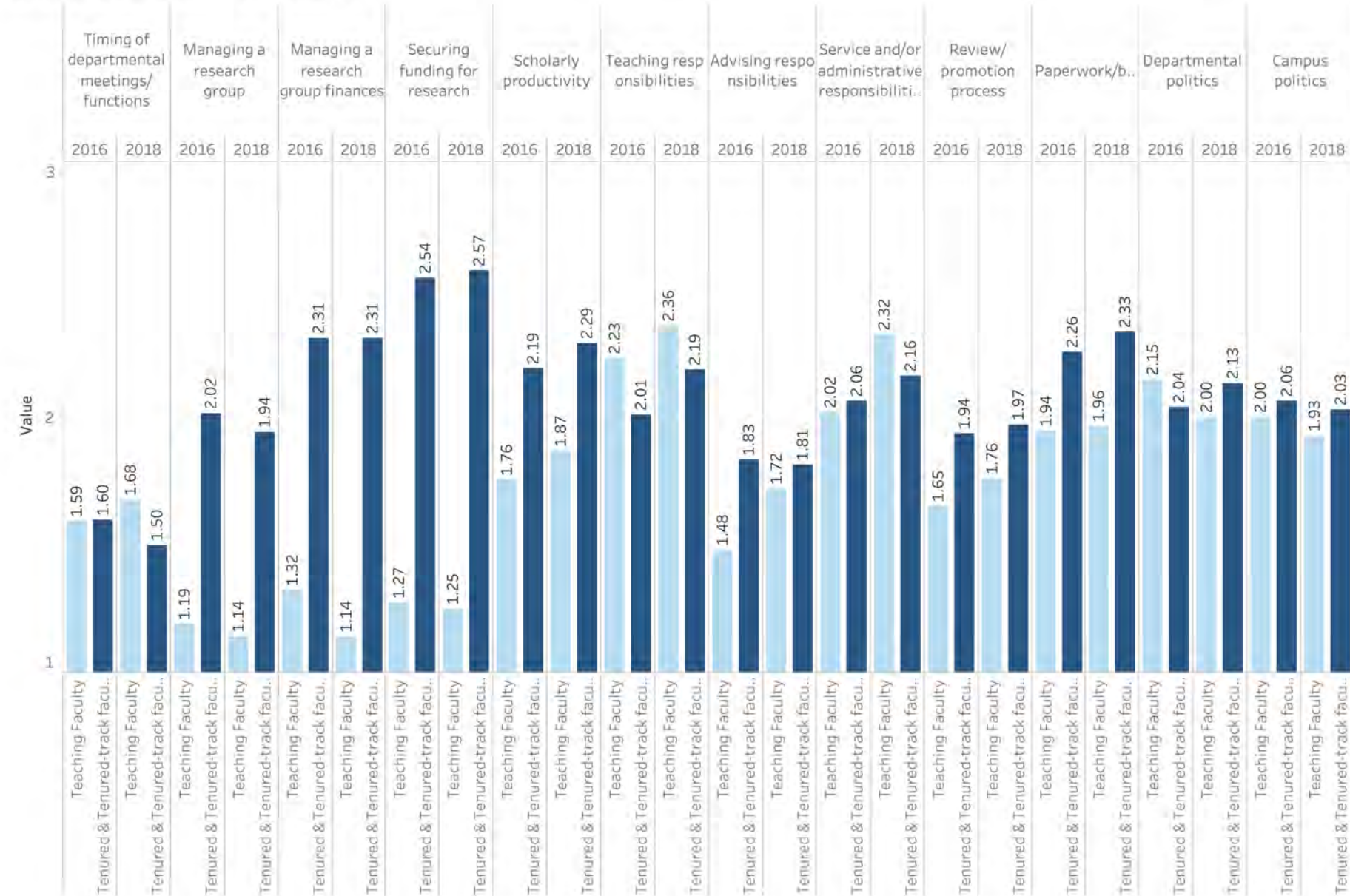
Sources of Stress APPENDIX

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:



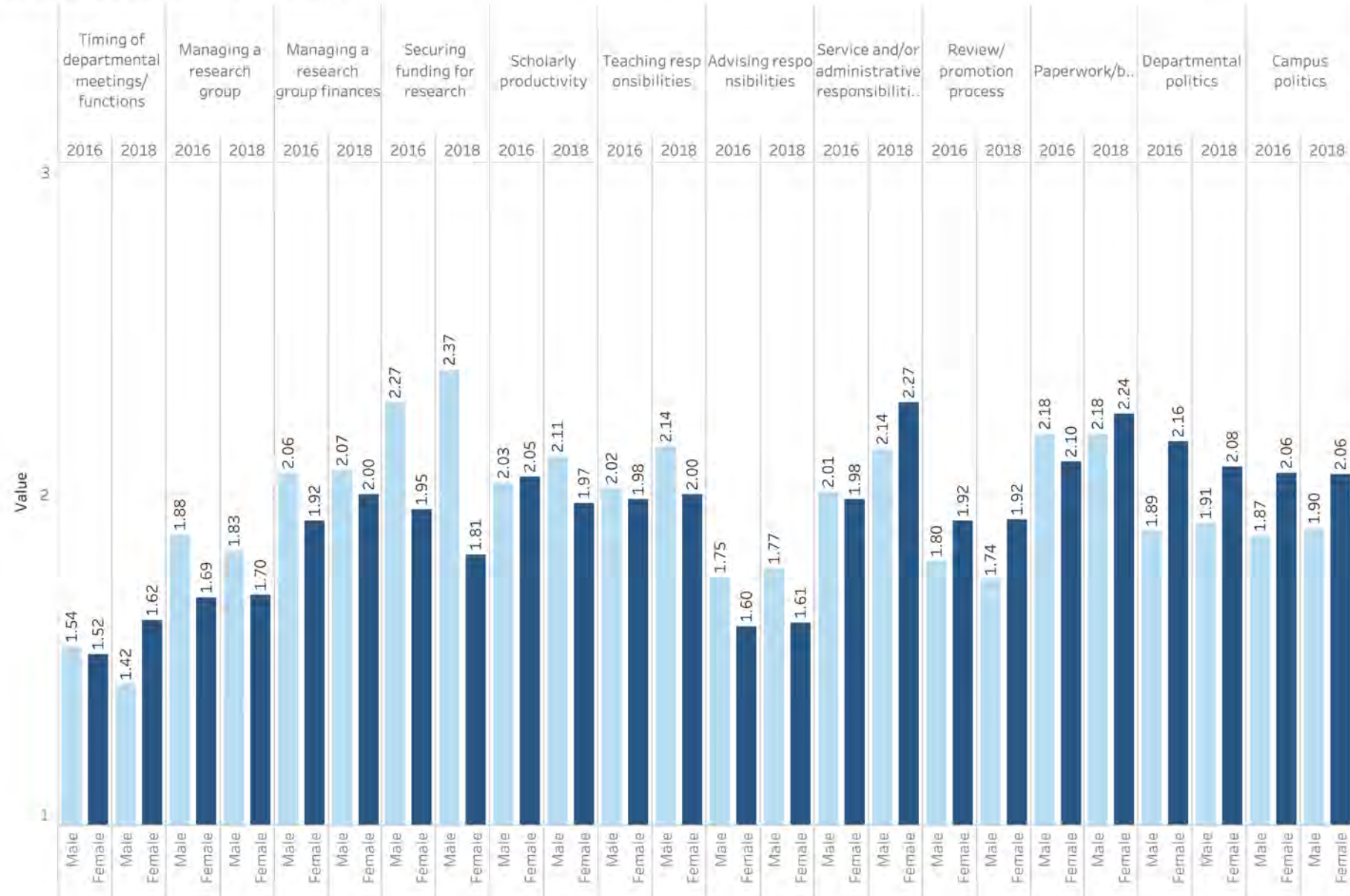
Sources of Stress APPENDIX

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:



Sources of Stress APPENDIX

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:



Satisfaction

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



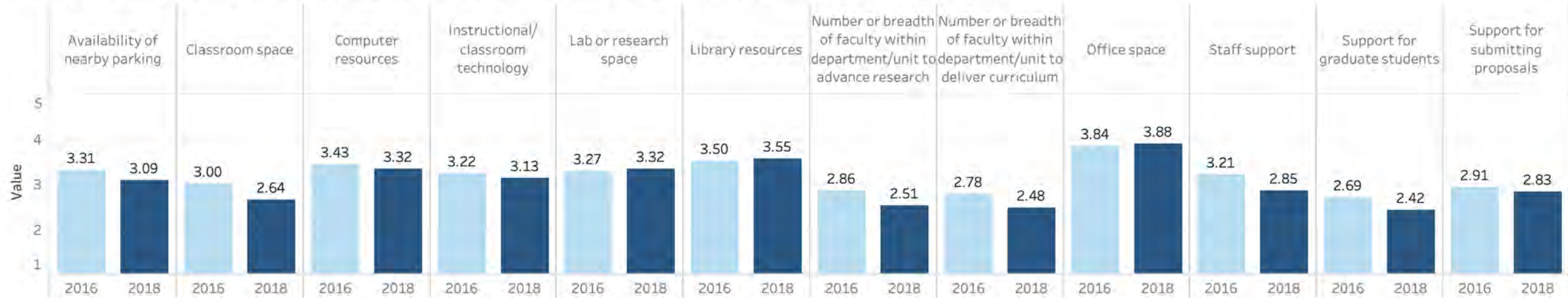
Please indicate your agreement or disagreement with the following statements:



Satisfaction Scale:
1 - Very dissatisfied
2 - Somewhat dissatisfied
3 - Neutral
4 - Somewhat satisfied
5 - Very satisfied

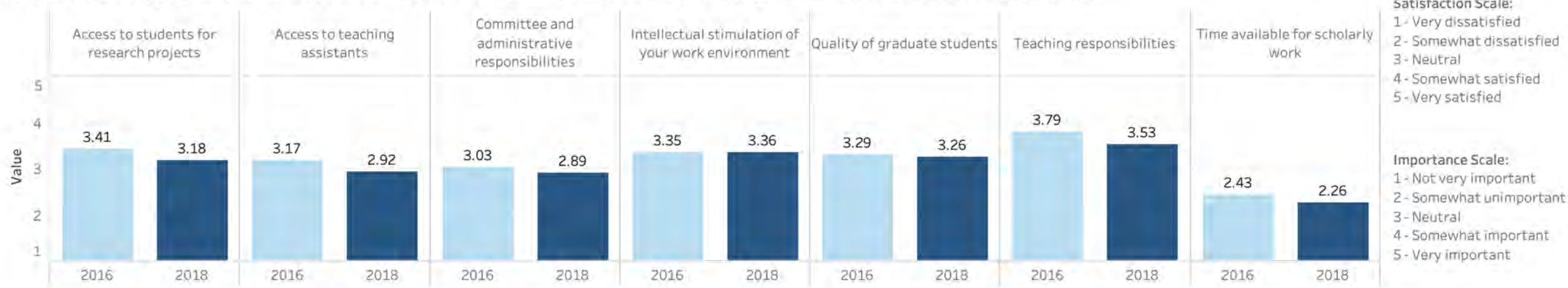
Agreement Scale:
1 - Strongly disagree
2 - Somewhat disagree
3 - Neutral
4 - Somewhat agree
5 - Strongly agree

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



Satisfaction continued

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



How important are the following to you?

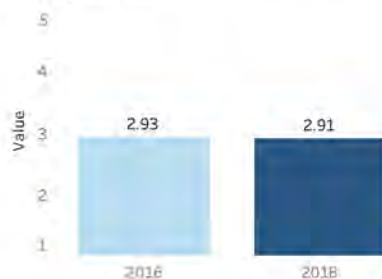


Hiring and Retention

Extent Scale:
1 - Not at all
2 - To some extent
3 - To a great extent

Likelihood Scale:
1 - Very unlikely
2 - Somewhat unlikely
3 - Neutral
4 - Somewhat likely
5 - Very likely

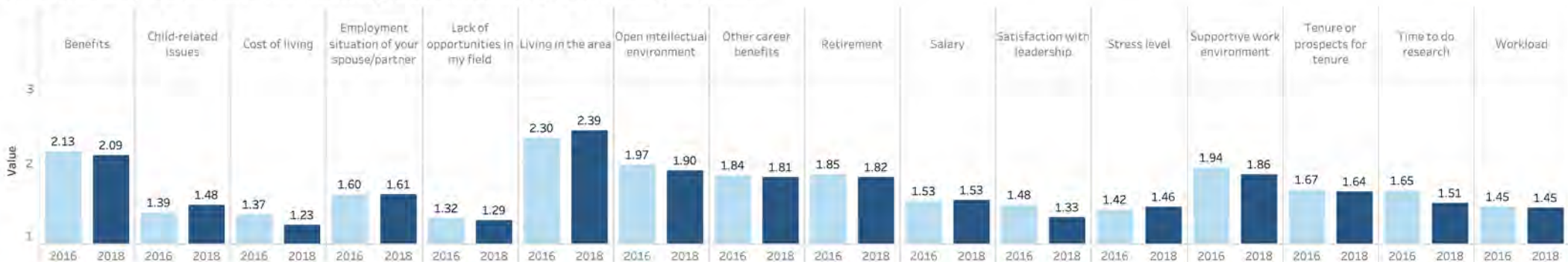
In the next three years, how likely are you to leave (or try to leave) Mines?



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

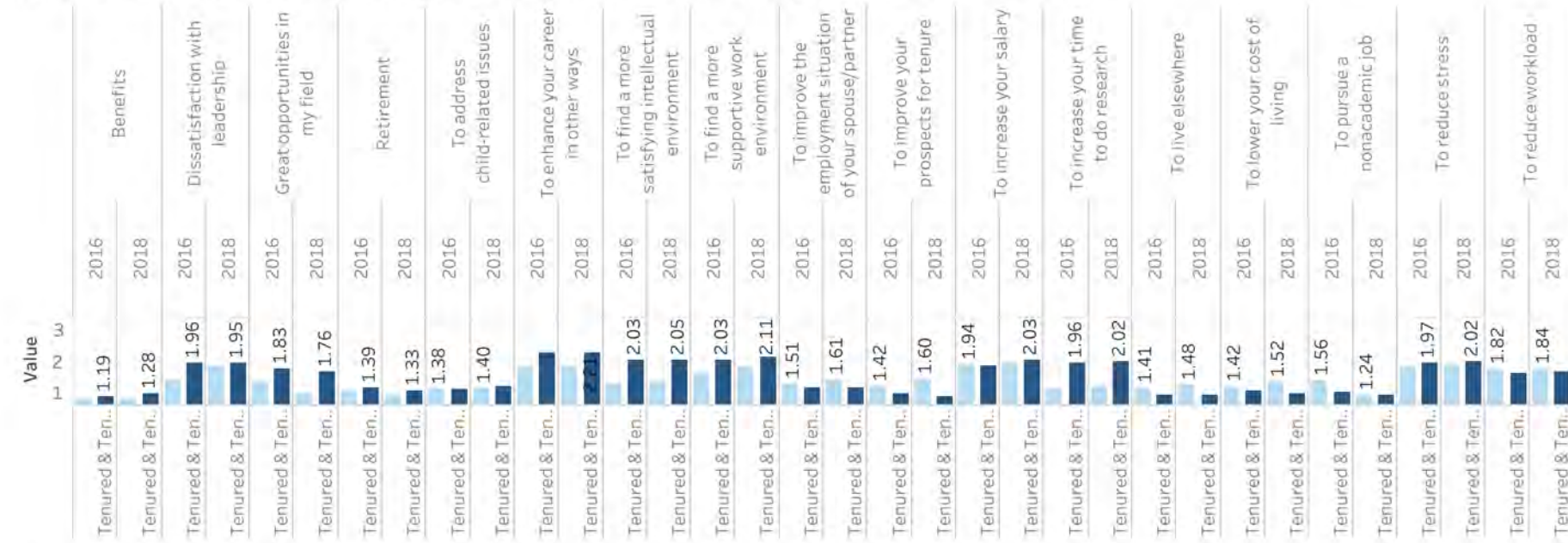


To what extent, if at all, have the following reasons encouraged you to stay at Mines?

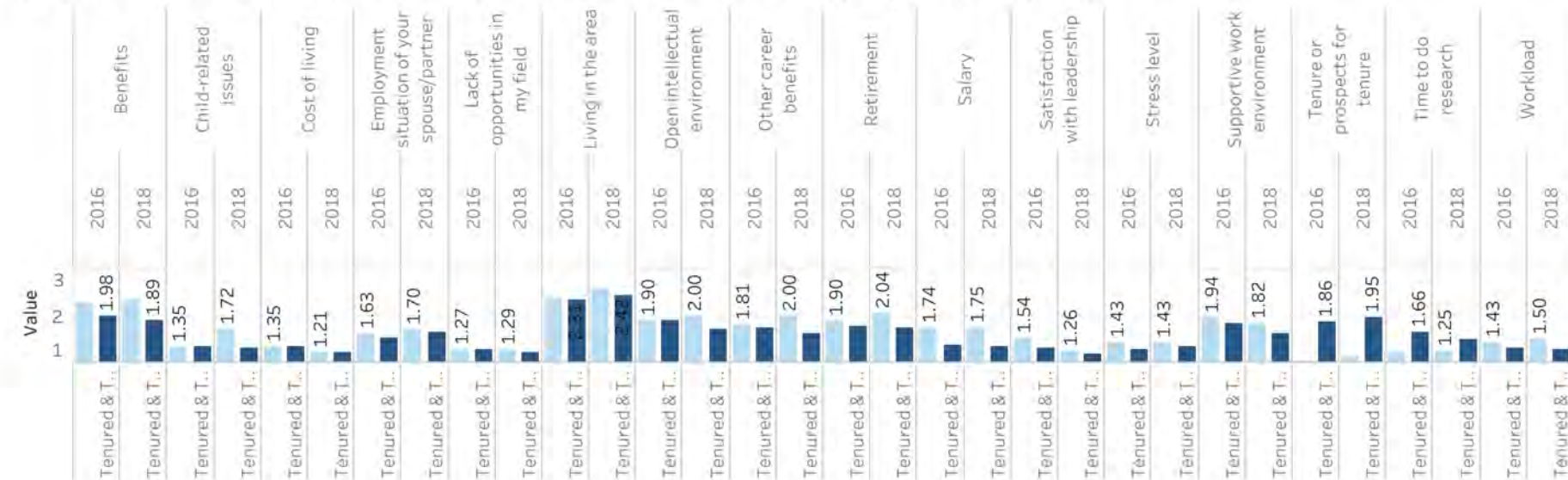


Overall Satisfaction with Being a Faculty Member at Mines APPENDIX

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



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

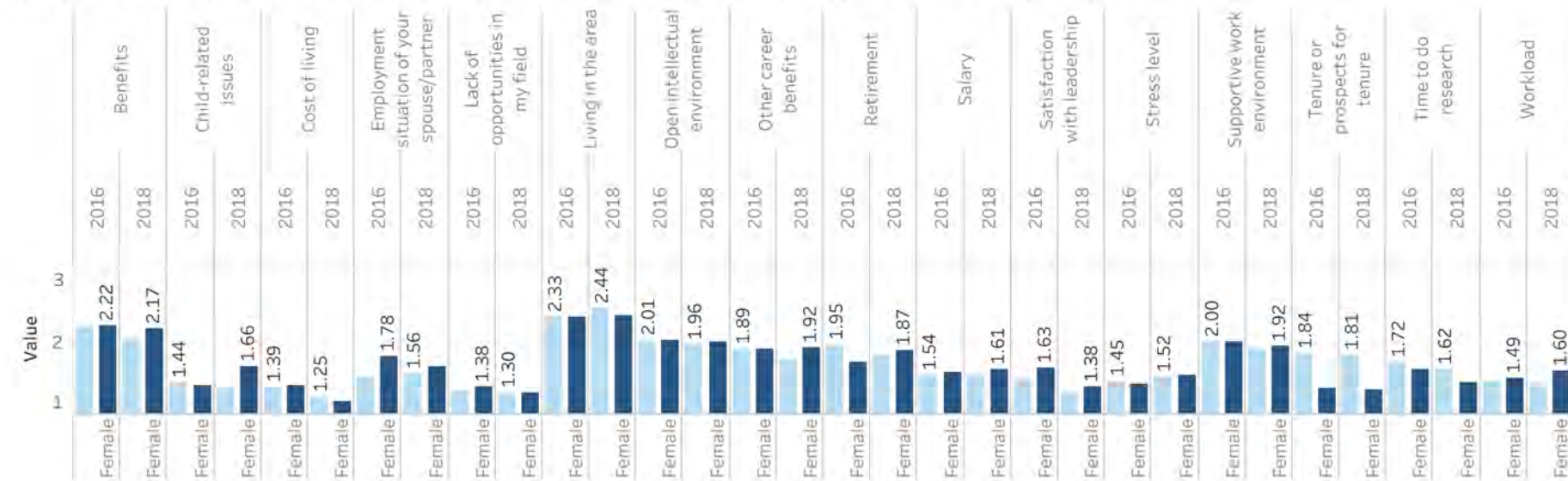


Overall Satisfaction with Being a Faculty Member at Mines APPENDIX

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

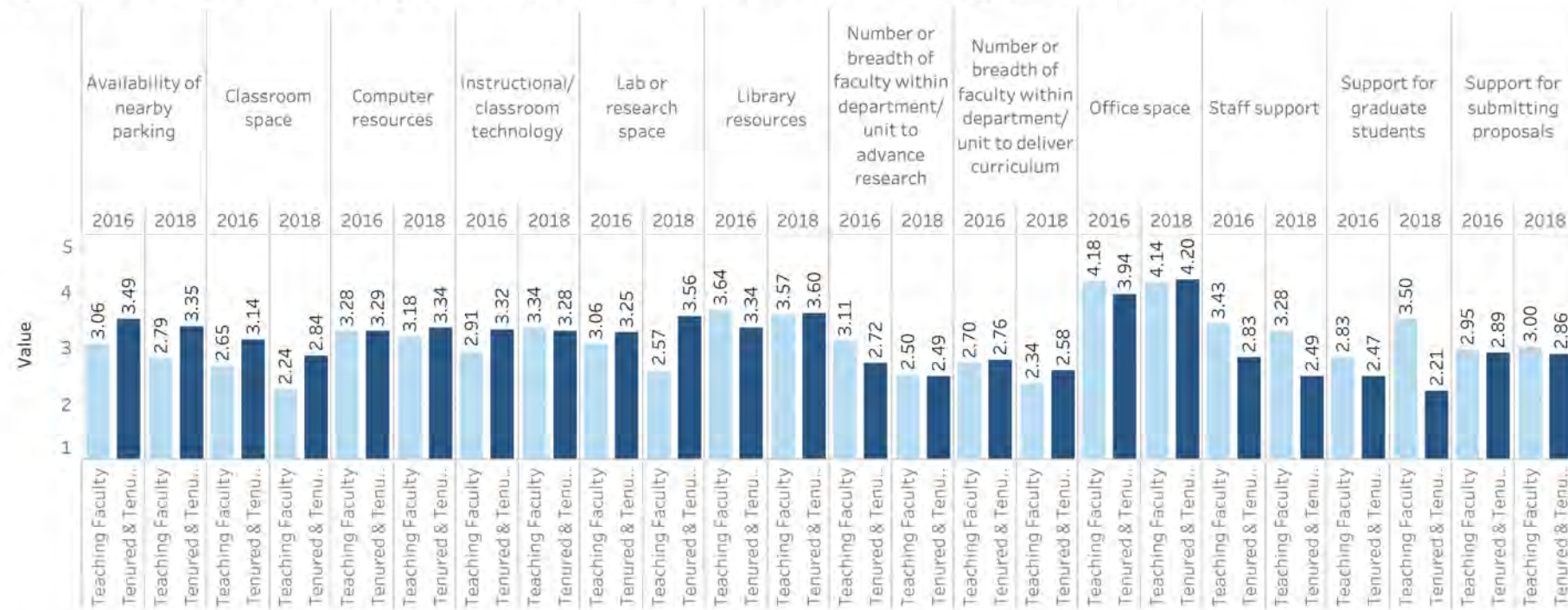


To what extent, if at all, have the following reasons encouraged you to stay at Mines?



Satisfaction with Other Aspects of Being a Faculty Member at Mines APPENDIX

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

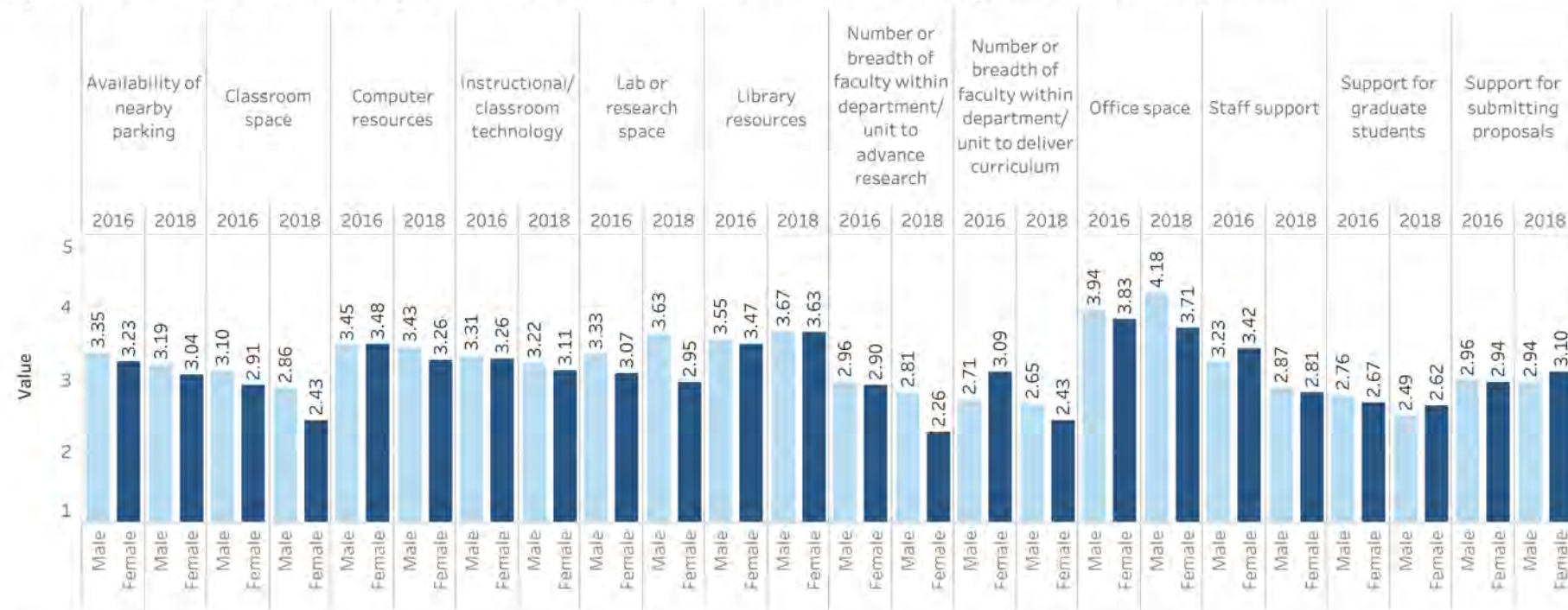


Specify the degree to which you are satisfied with each of the following, related to compensation:



Satisfaction with Other Aspects of Being a Faculty Member at Mines APPENDIX

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

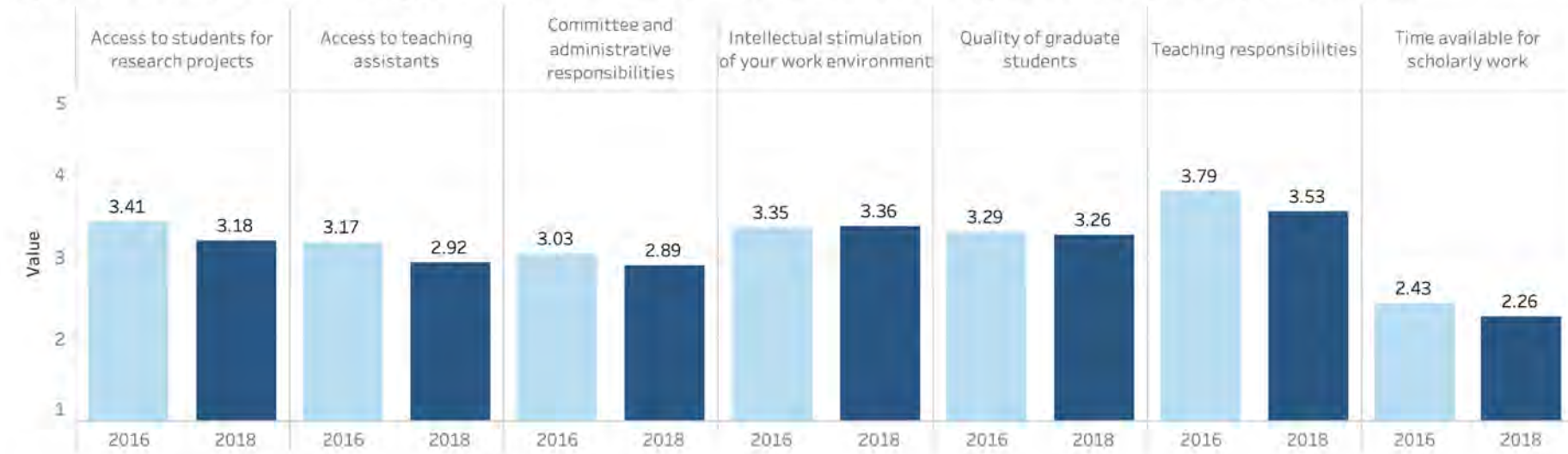


Specify the degree to which you are satisfied with each of the following, related to compensation:

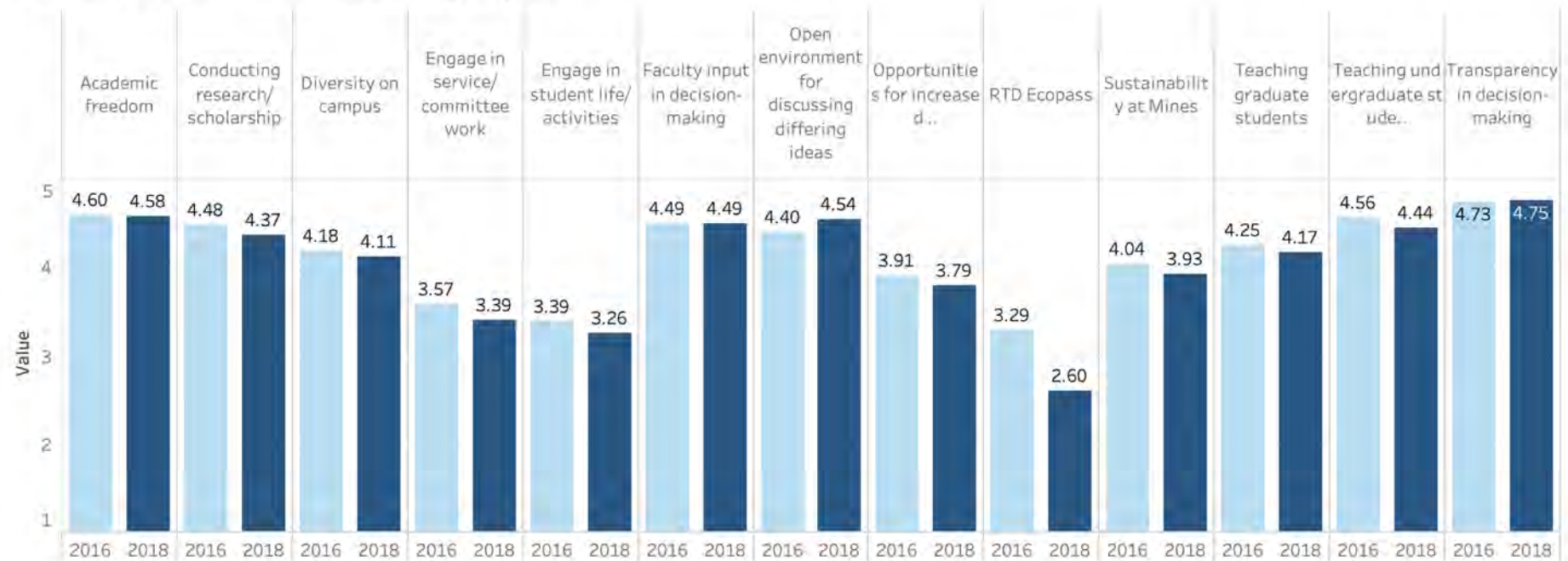


Job Responsibilities APPENDIX

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

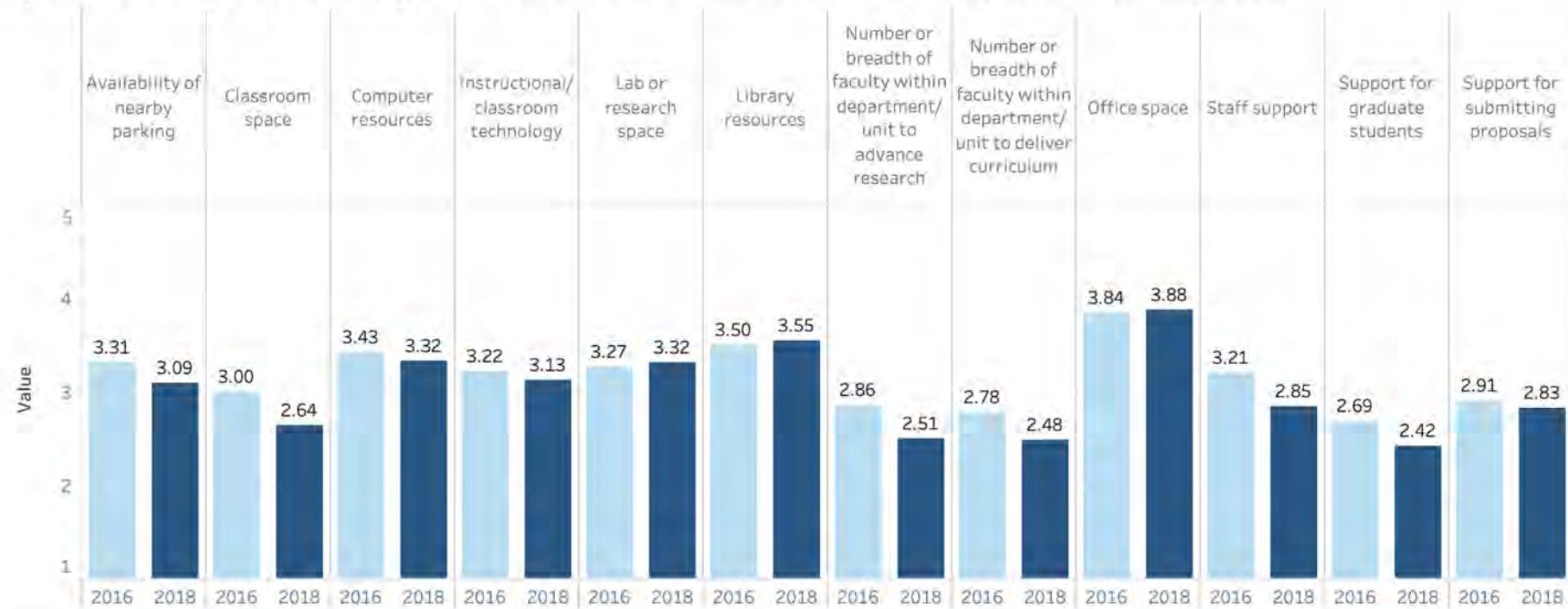


How important are the following to you?



Satisfaction with Other Aspects of Being a Faculty Member at Mines APPENDIX

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

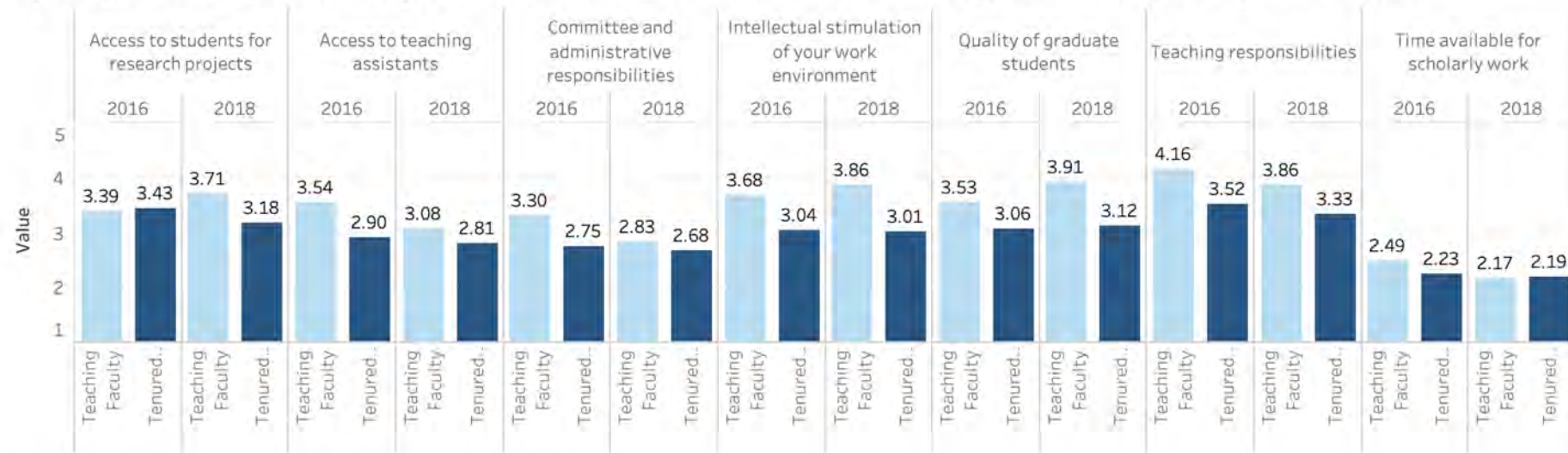


Specify the degree to which you are satisfied with each of the following, related to compensation:

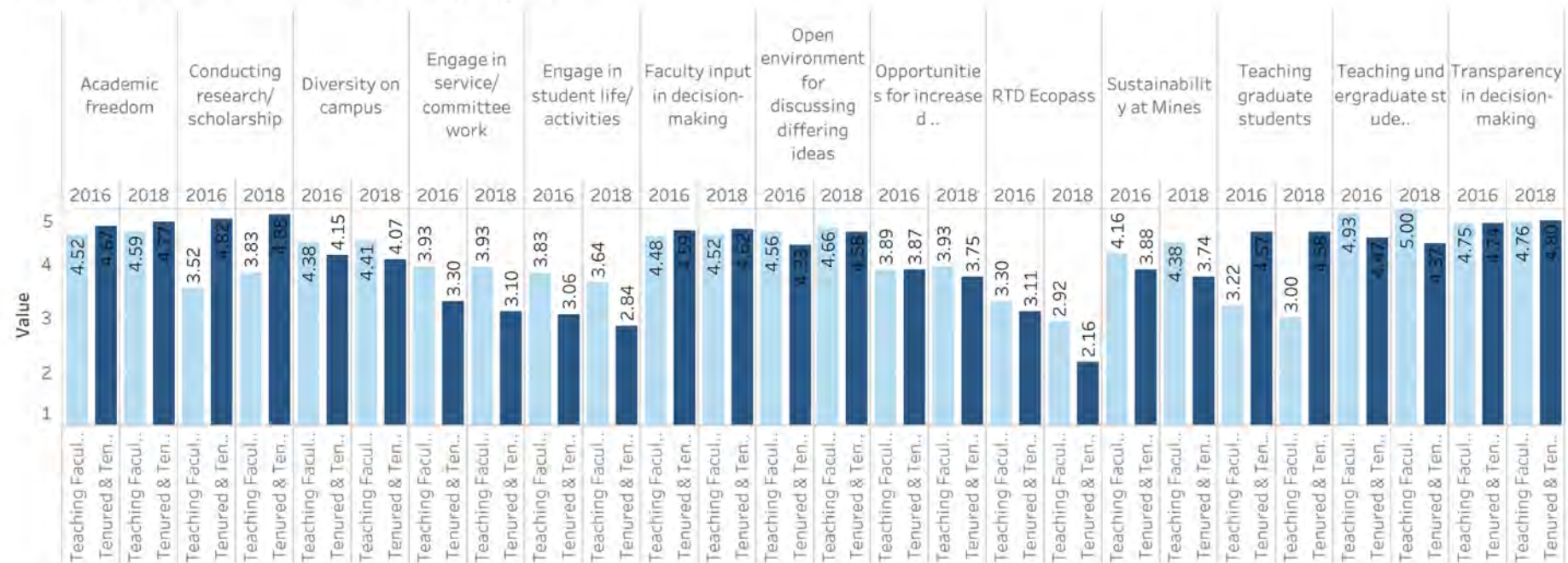


Job Responsibilities APPENDIX

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

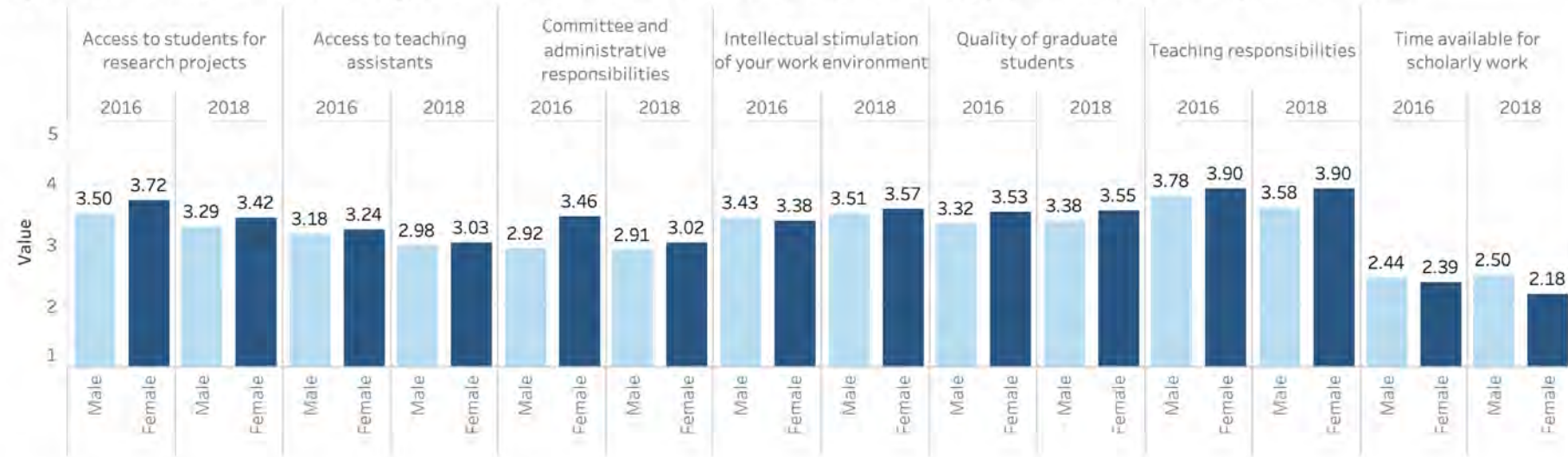


How important are the following to you?

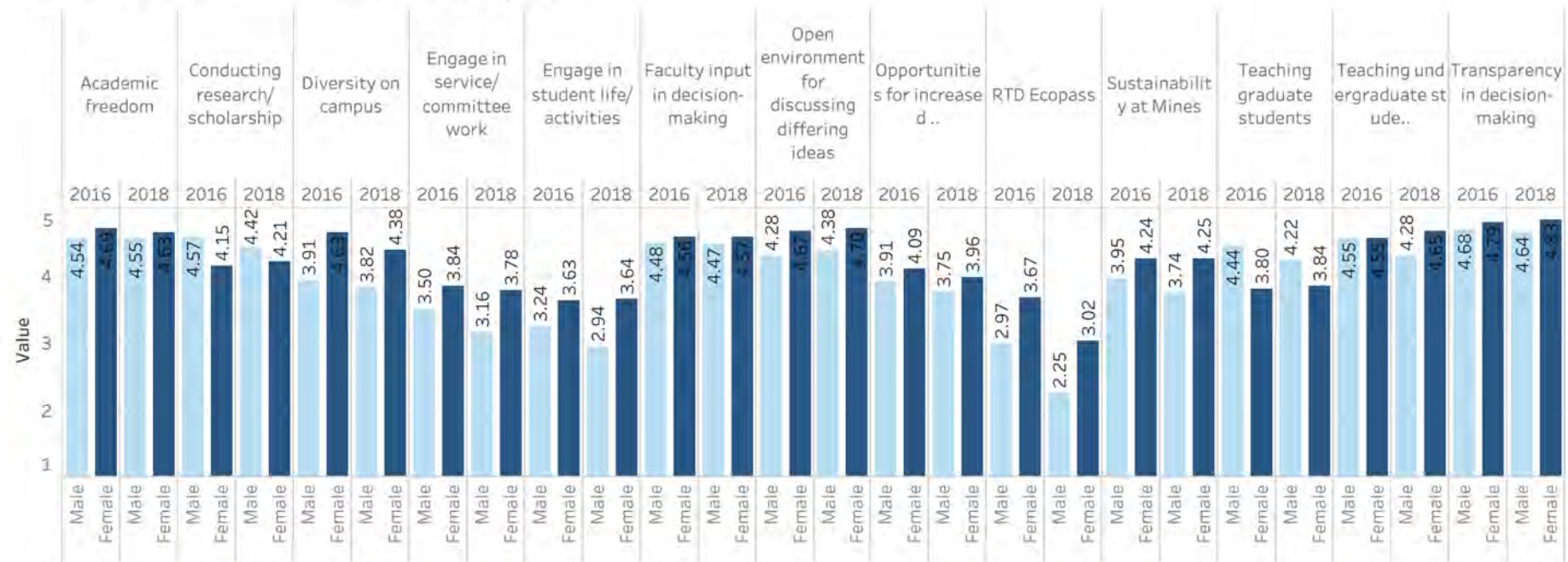


Job Responsibilities APPENDIX

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

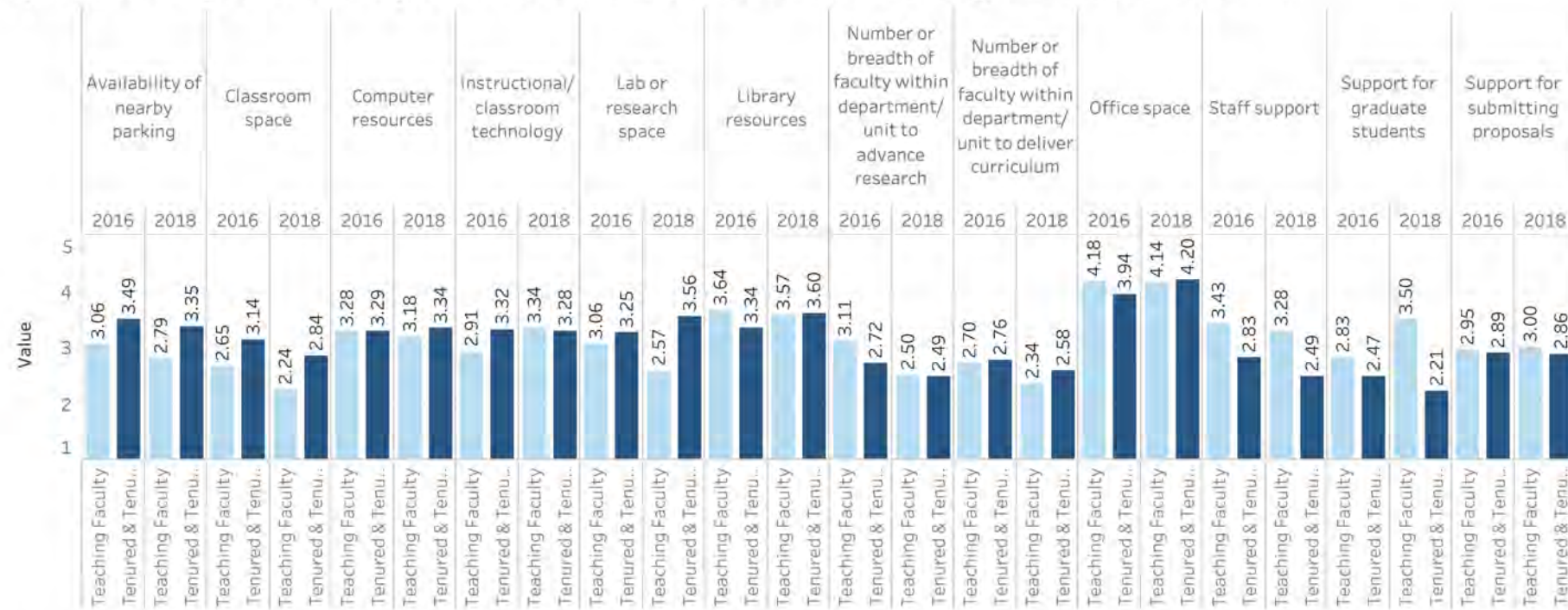


How important are the following to you?



Satisfaction with Other Aspects of Being a Faculty Member at Mines APPENDIX

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

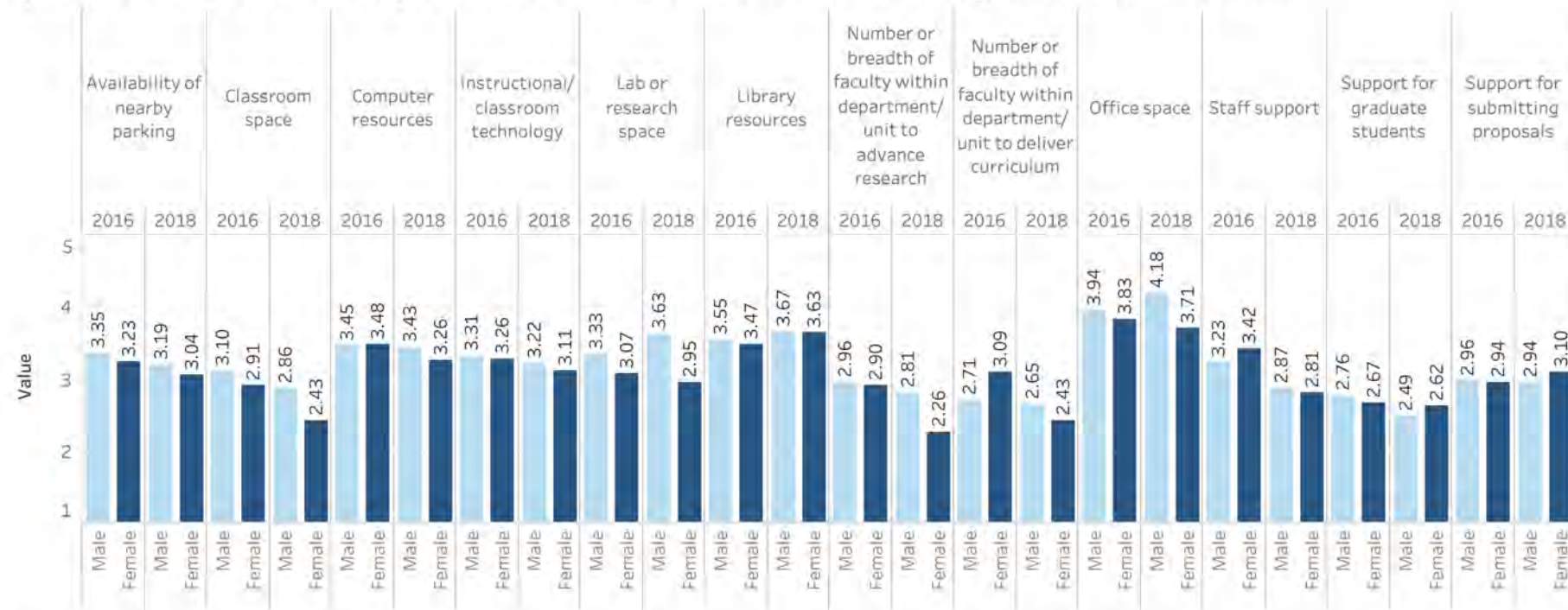


Specify the degree to which you are satisfied with each of the following, related to compensation:



Satisfaction with Other Aspects of Being a Faculty Member at Mines APPENDIX

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

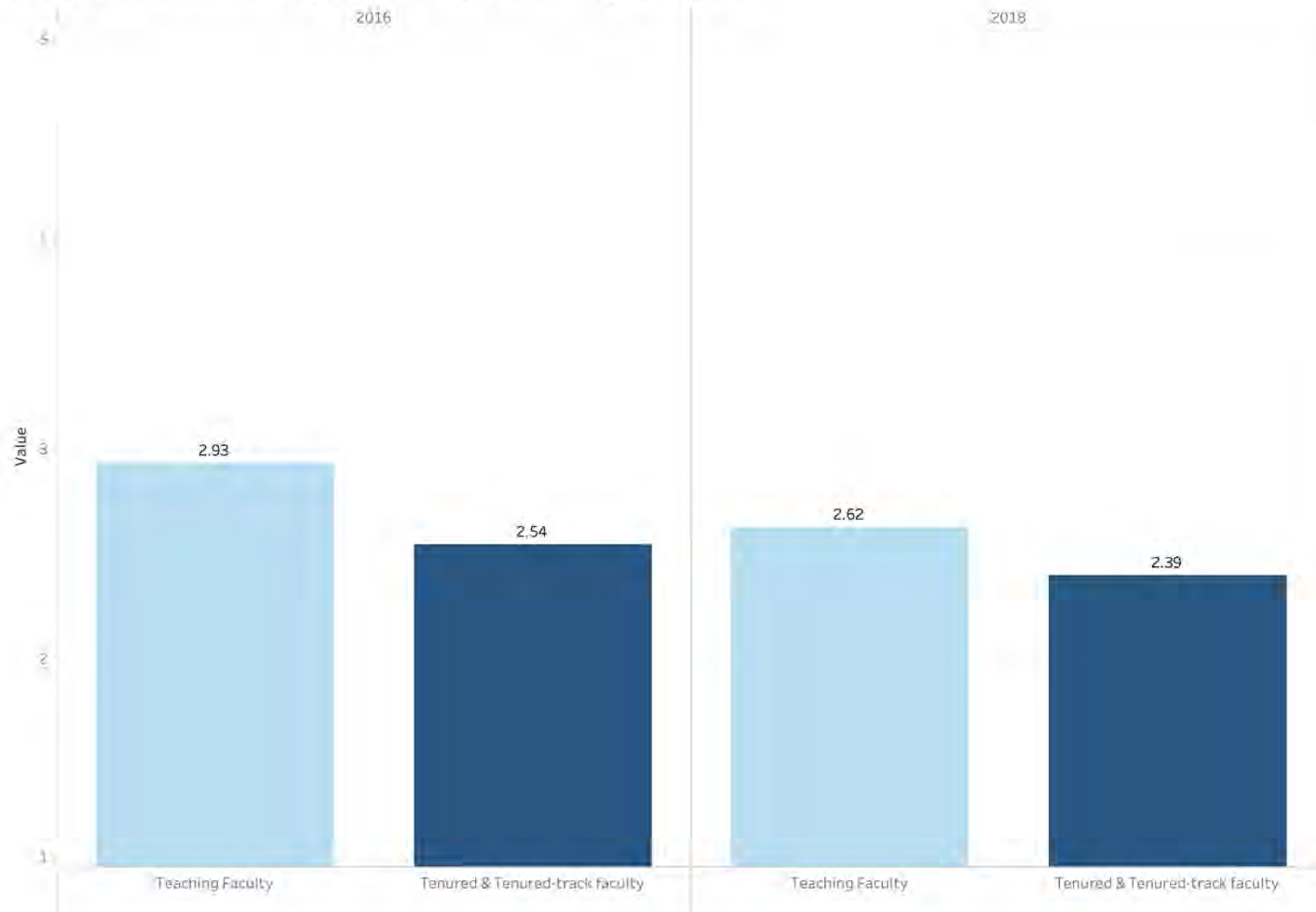


Specify the degree to which you are satisfied with each of the following, related to compensation:



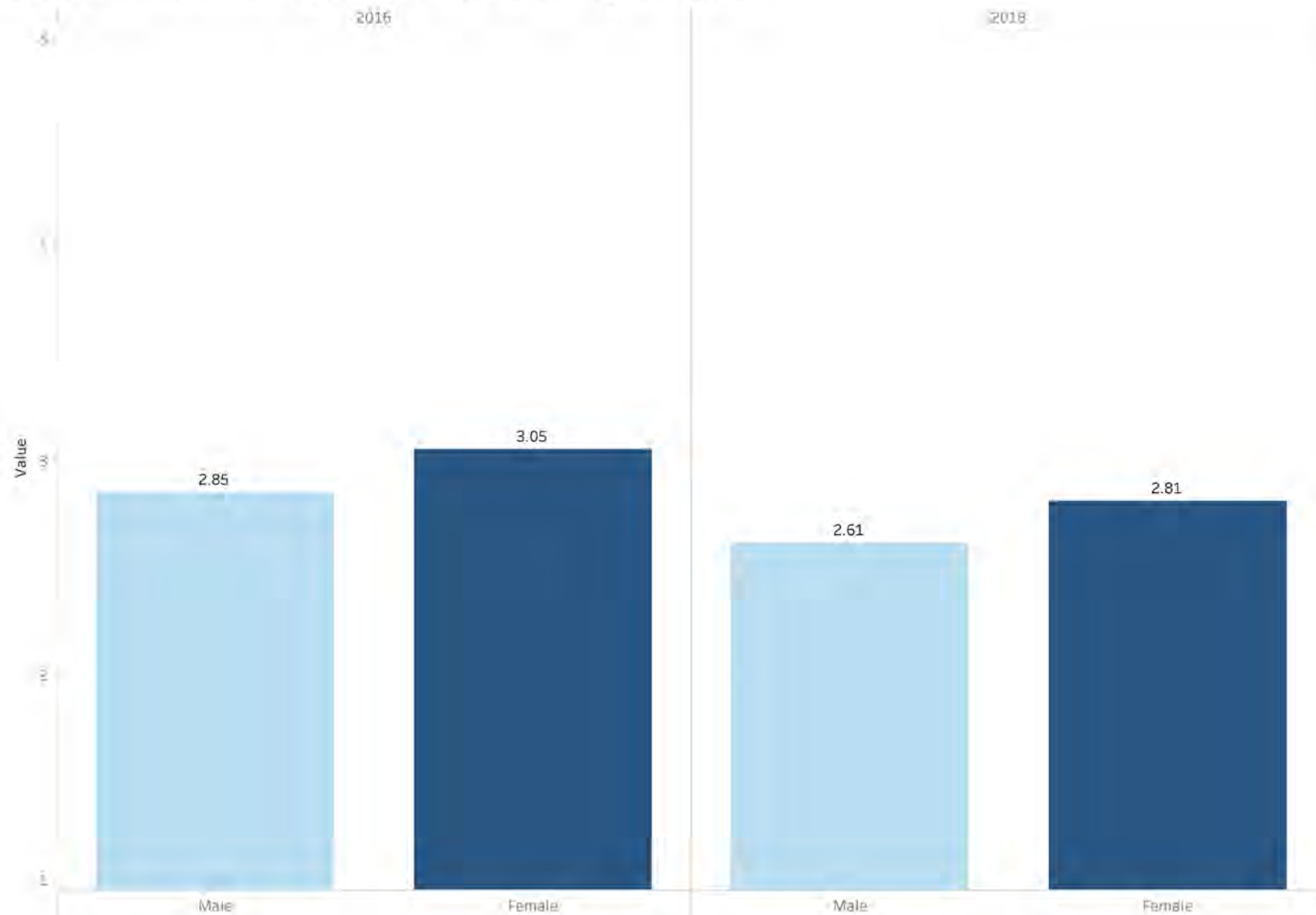
College Structure APPENDIX

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



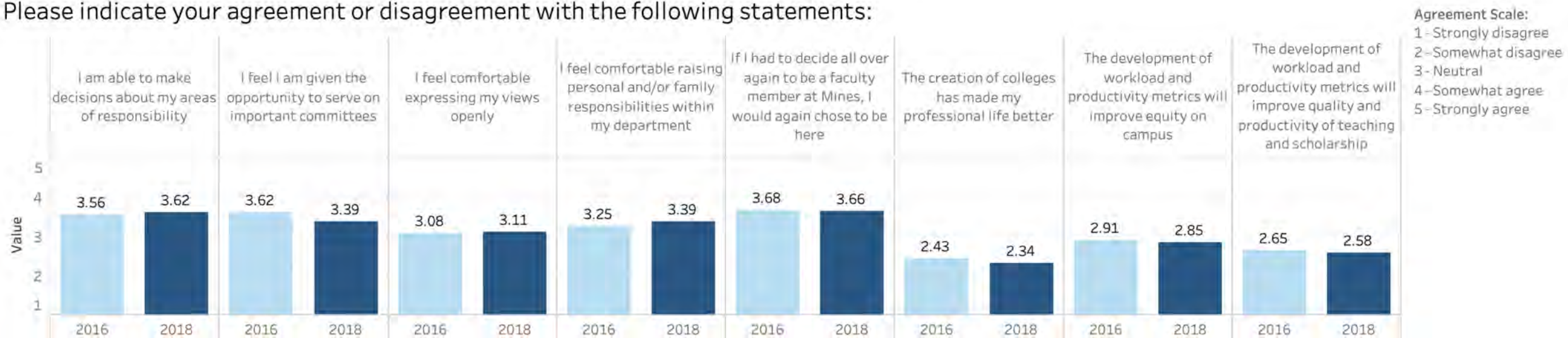
College Structure APPENDIX

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

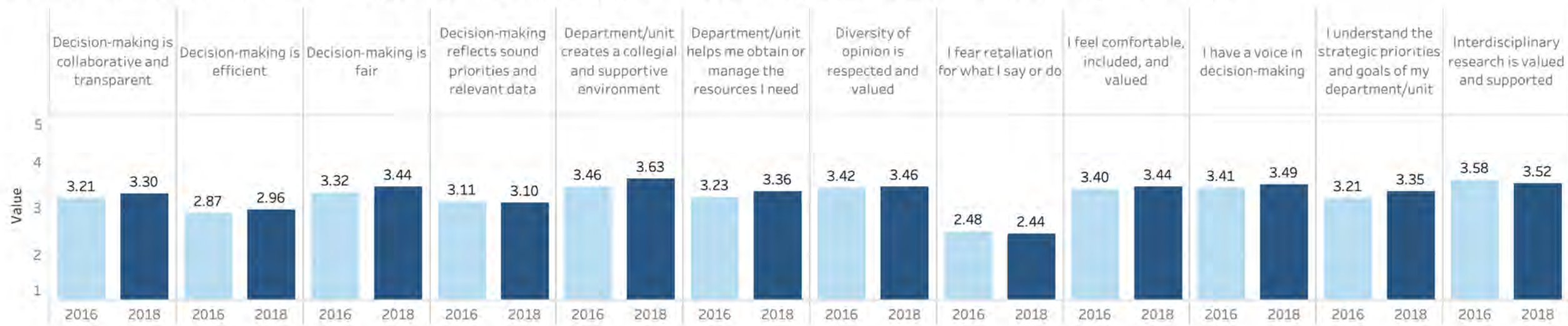


Climate and Opportunities

Please indicate your agreement or disagreement with the following statements:

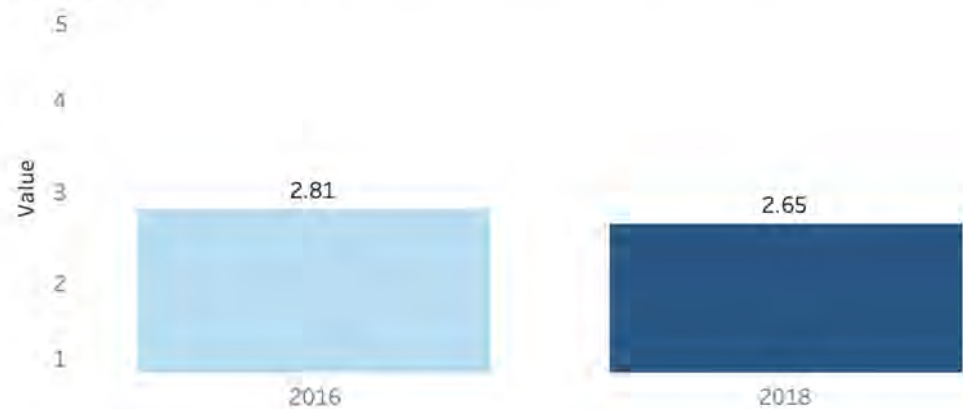


With respect to your DEPARTMENT/UNIT, indicate your agreement or disagreement with the following statements:

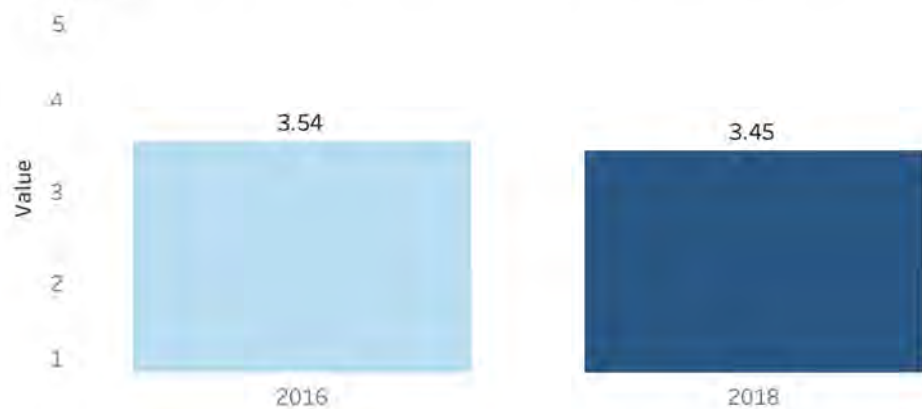


Climate and Opportunities continued

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



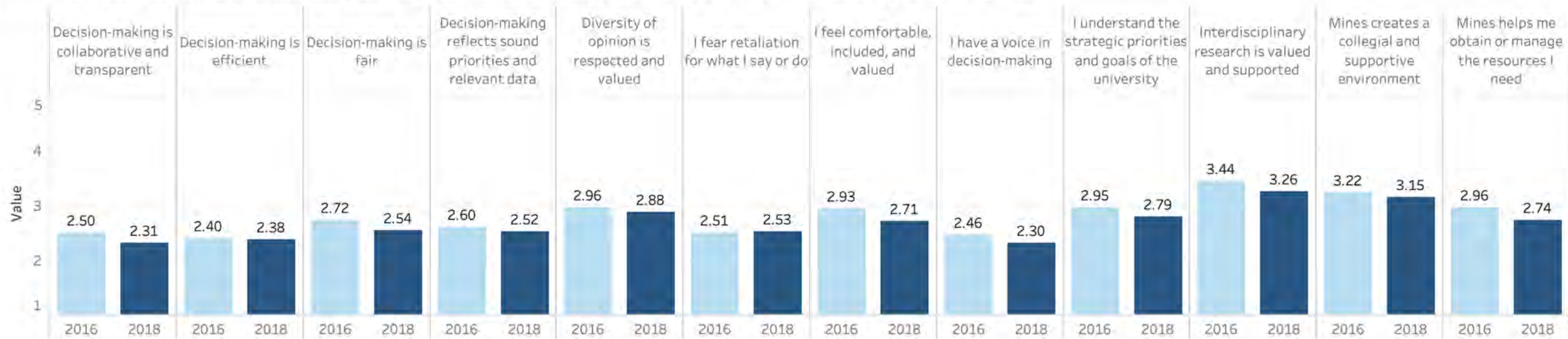
Overall, how satisfied are you being a faculty member at Mines?



Satisfaction Scale:
1 - Very dissatisfied
2 - Somewhat dissatisfied
3 - Neutral
4 - Somewhat satisfied
5 - Very satisfied

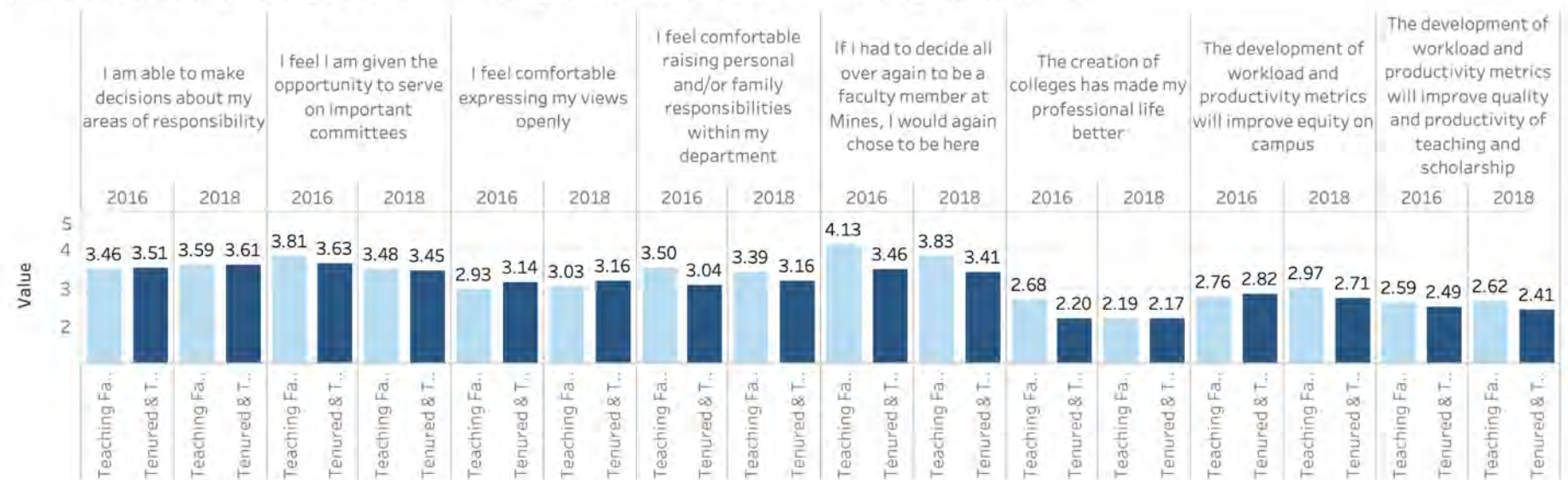
Agreement Scale:
1 - Strongly disagree
2 - Somewhat disagree
3 - Neutral
4 - Somewhat agree
5 - Strongly agree

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

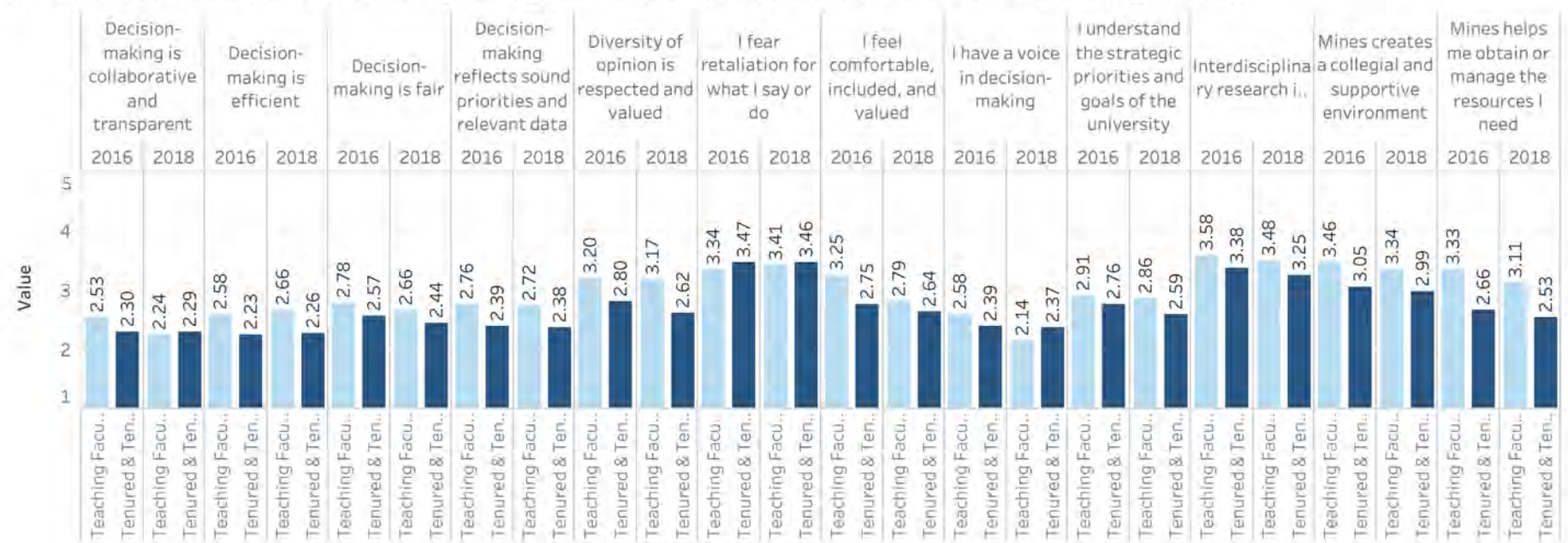


Climate of Mines APPENDIX

Please indicate your agreement or disagreement with the following statements:

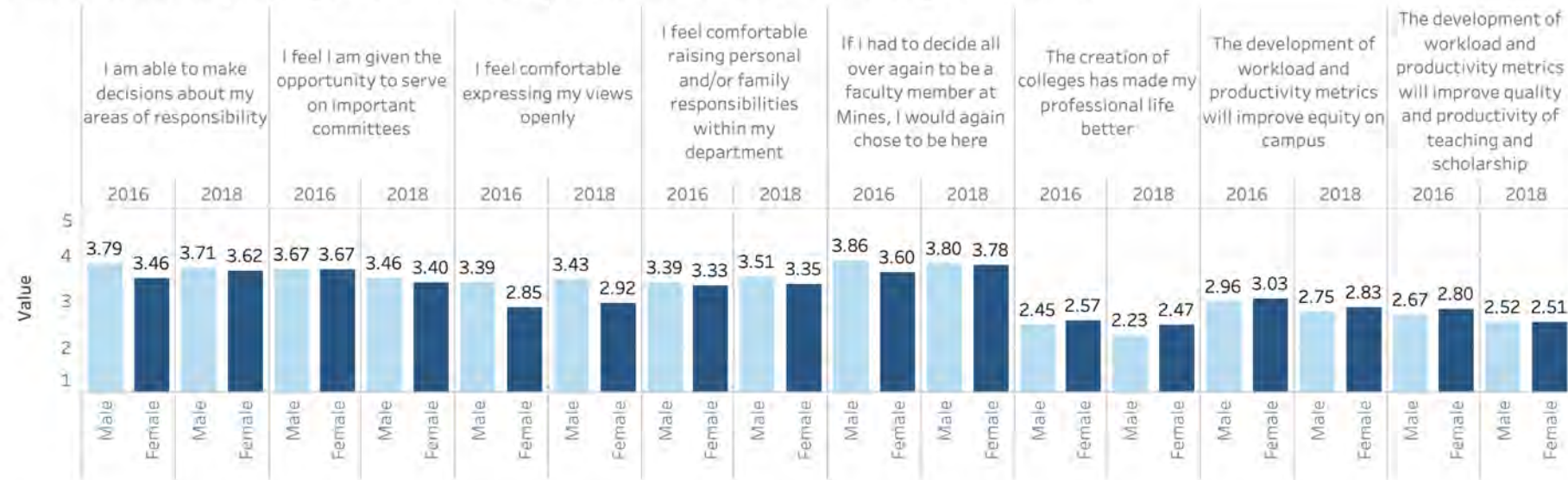


With respect to Mines, indicate your agreement or disagreement with the following statements:

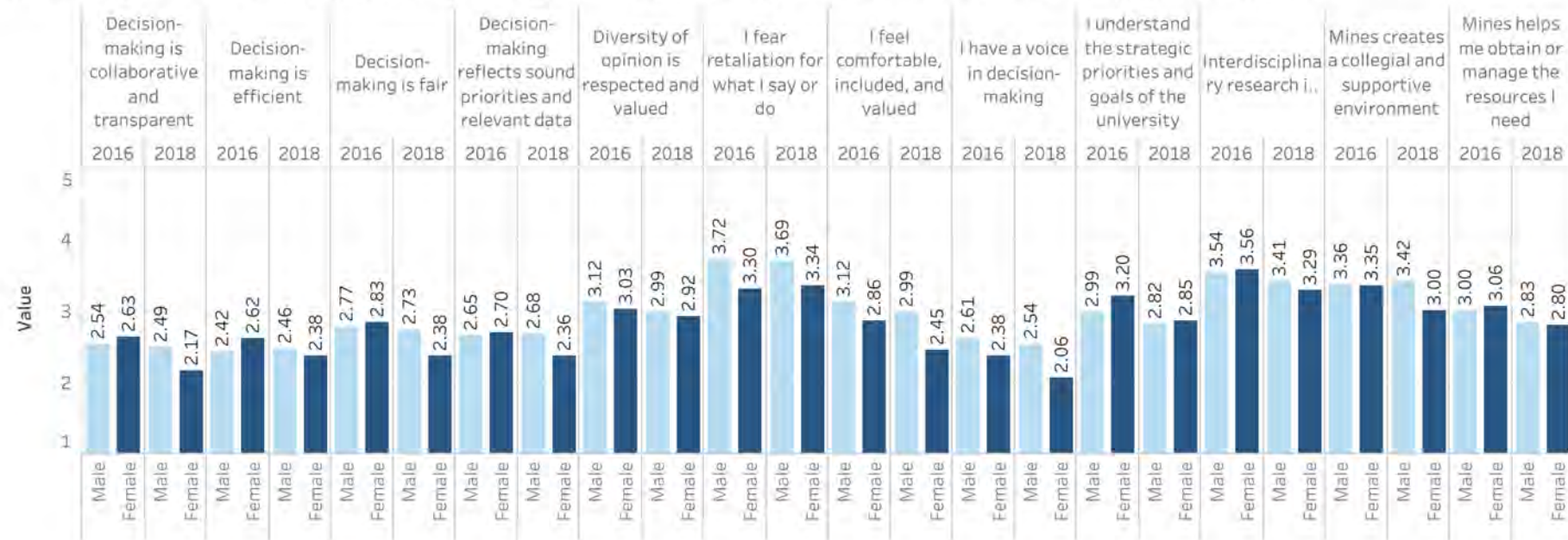


Climate of Mines APPENDIX

Please indicate your agreement or disagreement with the following statements:

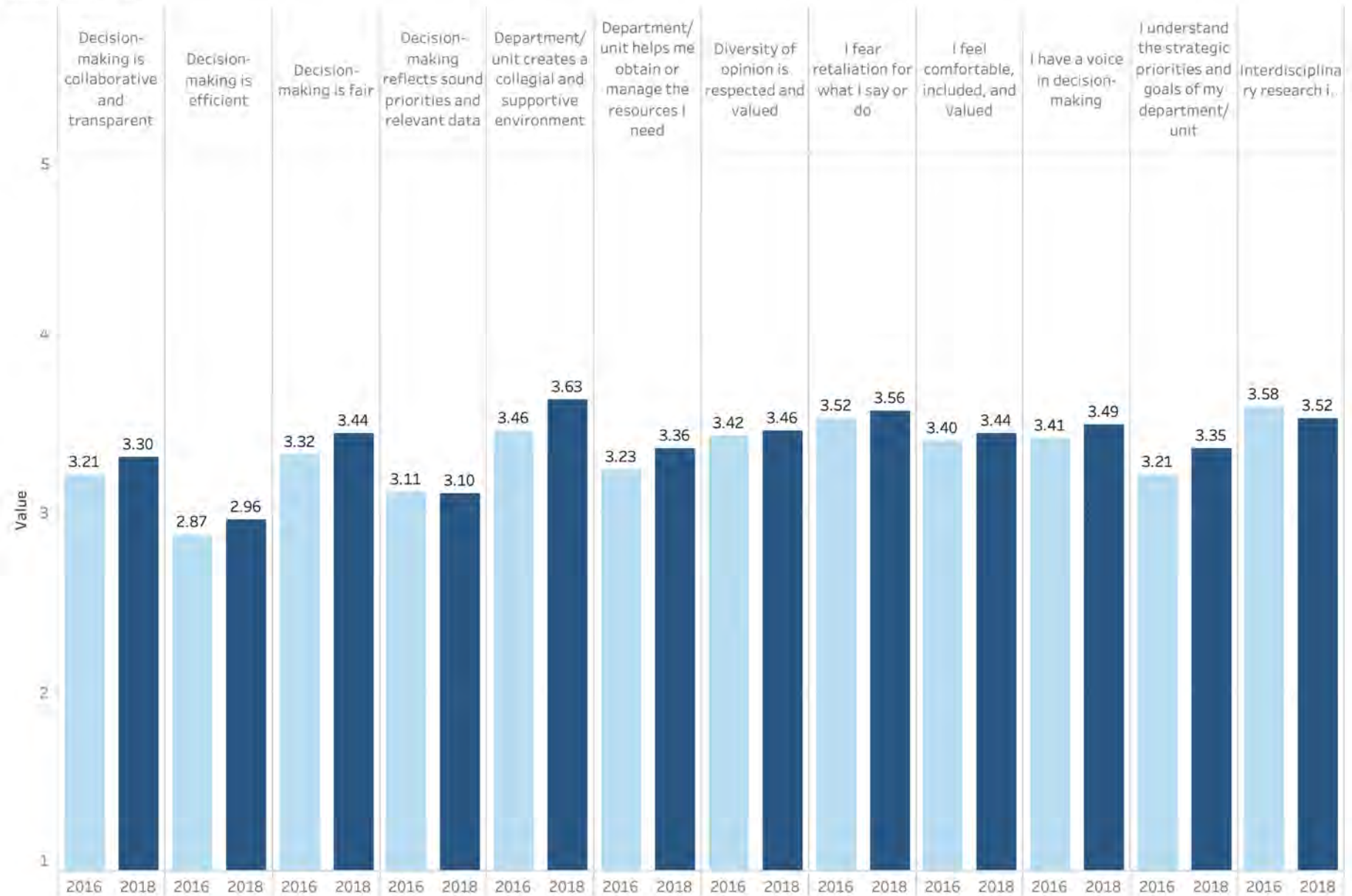


With respect to Mines, indicate your agreement or disagreement with the following statements:



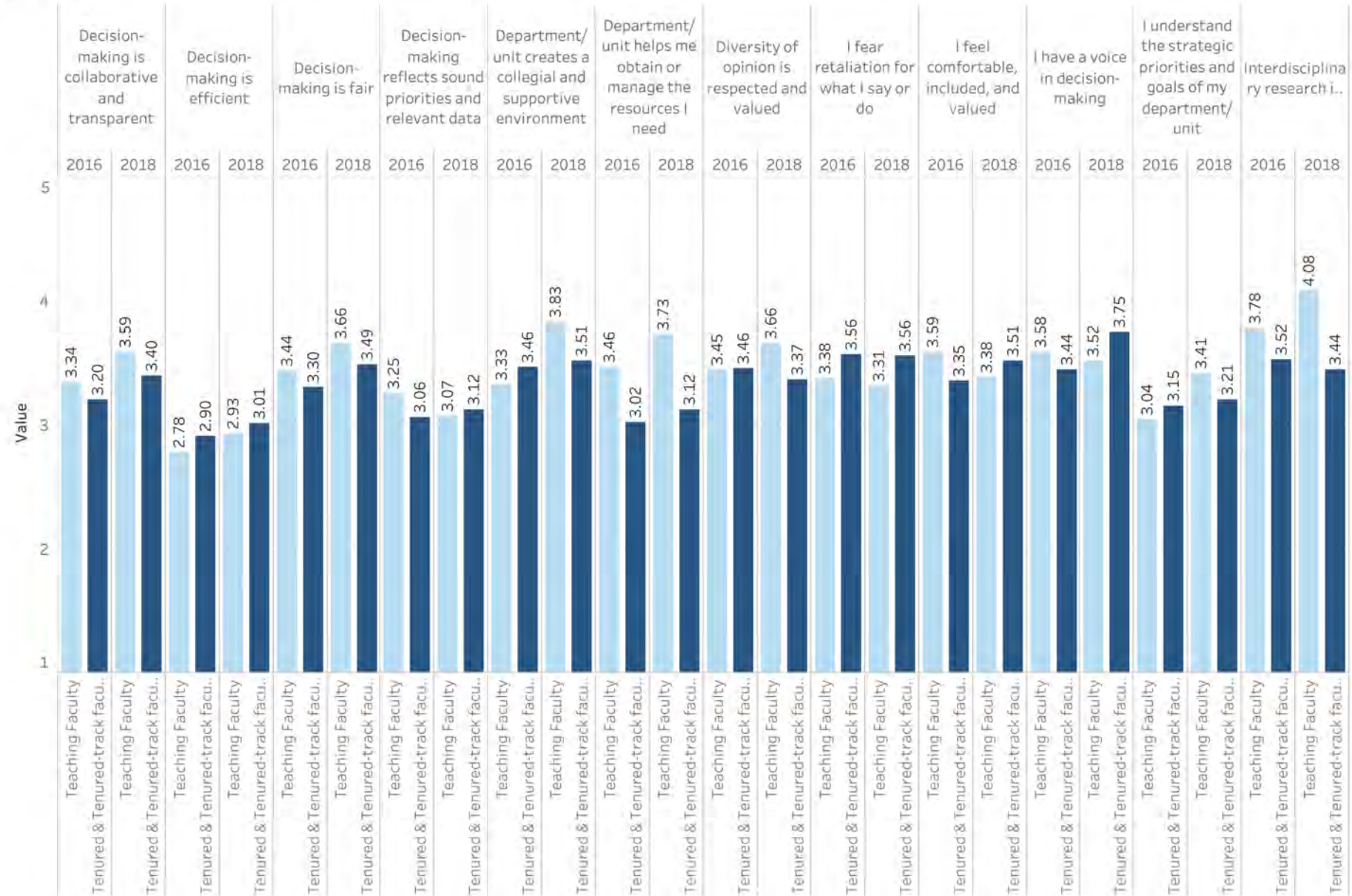
Climate of Department APPENDIX

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



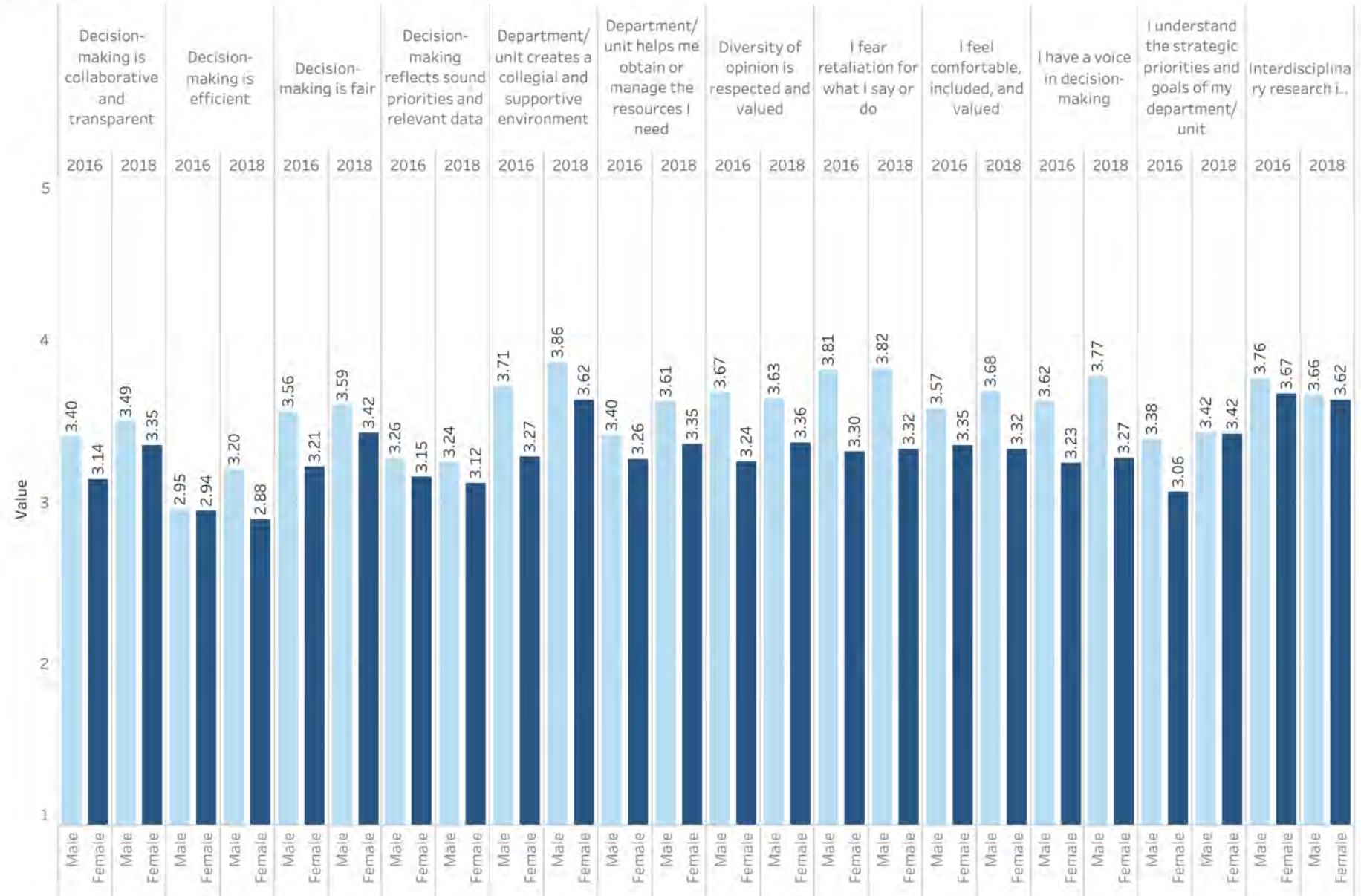
Climate of Department APPENDIX

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



Climate of Department APPENDIX

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

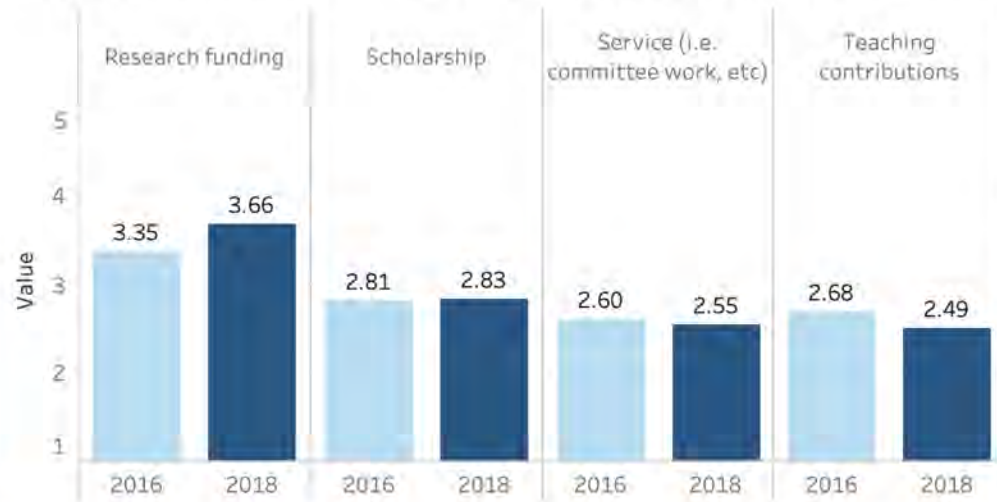


Evaluations, Promotions, and Tenure

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



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



Agreement Scale:
1 - Strongly disagree
2 - Somewhat disagree
3 - Neutral
4 - Somewhat agree
5 - Strongly agree

Value Scale:
1 - Very undervalued
2 - Somewhat undervalued
3 - Valued appropriately
4 - Somewhat overvalued
5 - Very overvalued

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

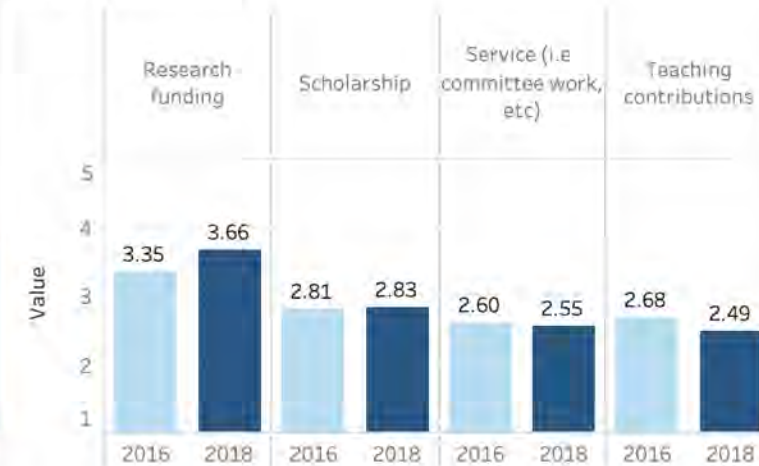


Annual Review, Promotion, and Tenure APPENDIX

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



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



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

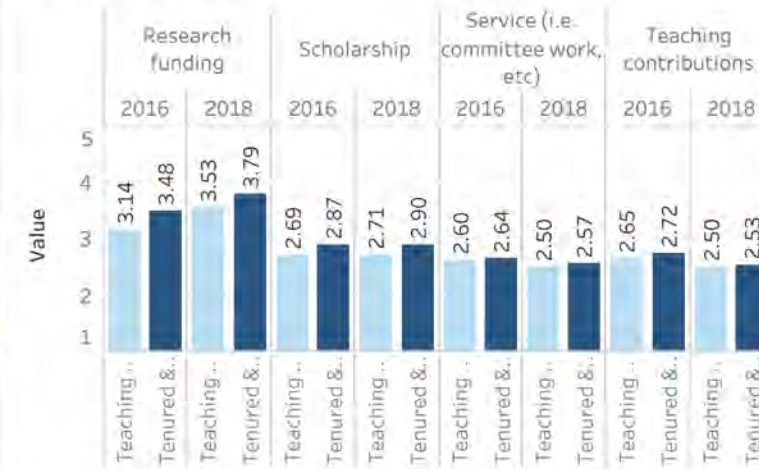


Annual Review, Promotion, and Tenure APPENDIX

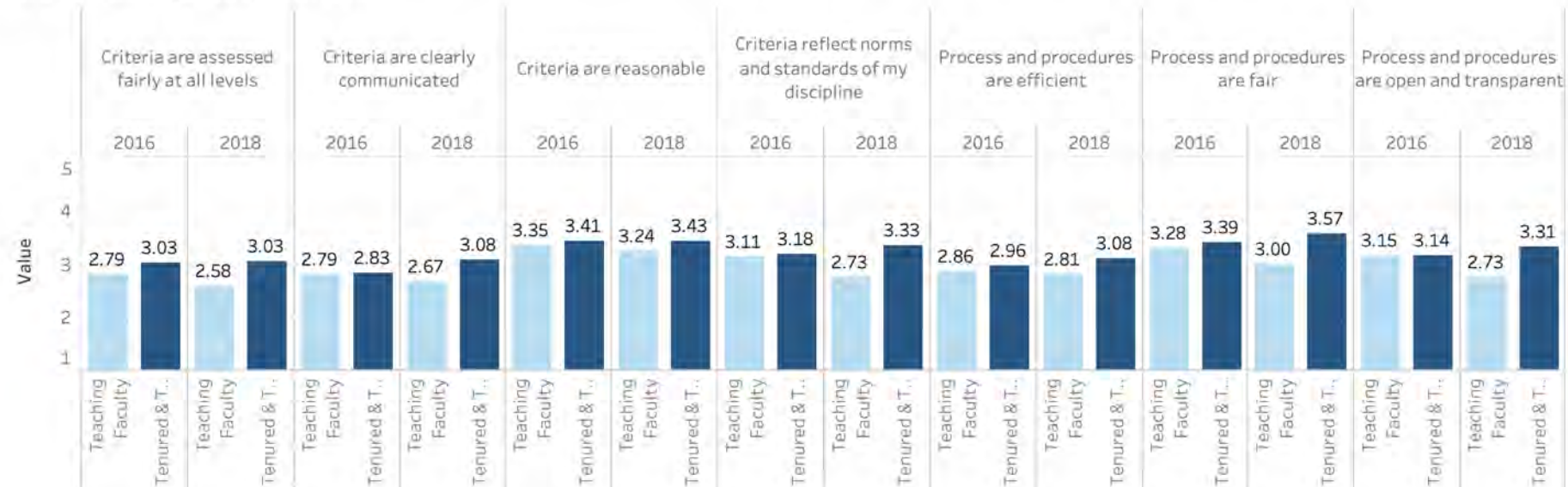
With respect to the annual faculty review process, indicate your agreement or disagreement with the following statements:



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



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

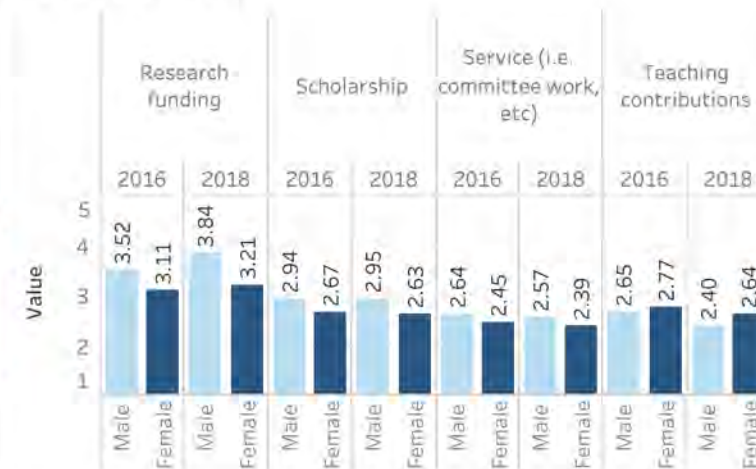


Annual Review, Promotion, and Tenure APPENDIX

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



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



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

