

## Results from the Faculty Exit Survey

Of the 48 participants, 42 (87.5%) responded that they were leaving Case voluntarily, 5 (10.4%) were leaving Case involuntarily, and 1 respondent (2.1%) did not answer the question. Of the 42 respondents leaving Case voluntarily, 5 (11.9%) were retiring and one (2.3%) was a visiting professor.

All of the following analyses will focus on the 36 participants who were leaving Case voluntarily, not retiring, and were non-visiting professors.

Of these 36 participants, 27 (75%) had accepted an academic position at another university. Though not significant<sup>1</sup>, 83% of men leaving Case said they had accepted an academic position at another university, compared to only 67% of women.

Those not retiring and leaving Case voluntarily cited the following reasons for their departure:

- Personal illness (5.6%)
- Family member illness (2.8%)
- Lack of opportunity for partner (11.1%)
- Wish to work fewer hours (5.6 %)
- Wish to concentrate on teaching (5.6%)
- Joining industry or choosing another profession (5.6%)
- Moving to private practice (2.8%)
- Difficult working conditions (41.7%)
- Unfavorable tenure process (19.4%)
- Recruited to more favorable position at another institution (58.3%)

Though we cannot calculate significant differences due to the small sample size of respondents in this study, some striking differences did exist between men and women in terms of cited reasons for departure. Specifically, 50% of women said they were leaving because of difficult working conditions, compared to only 35% of men. An unfavorable tenure process was cited by 33% of women but only 13% of men.

The questionnaire also asked a series of questions about the faculty experience at Case. Exiting faculty were asked to rate their agreement with nine items. The number in parenthesis is the percentage of faculty leaving voluntarily, and not retiring, responding “Agree” or “Strongly agree.”<sup>2</sup>

- I had sufficient opportunities to do research/scholarship (64%)
- I had balance between teaching, service and research (64%)
- I was able to maintain a good balance between my work responsibilities and other aspects of my life (38%)
- I had sufficient opportunities for clinical involvement (73%)

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<sup>1</sup> With the small sample size of this survey, power was not adequate enough to calculate significance

<sup>2</sup> Possible responses: 1. Strongly disagree, 2. Disagree, 3. Neither disagree nor agree, 4. Agree, 5. Strongly Agree, 6. N/A. Percentages based on faculty who provided a valid response (scale items 1-5).

- My department supported my research/scholarship (57%)
- My work environment was intellectually stimulating (67%)
- I had access to necessary office/lab space, equipment, etc. (77%)
- I was satisfied with teaching/clinical assistance (53%)
- I had adequate classroom facilities available to me (72%)
- I was satisfied with Information Technology and the technical assistance I received (56%)
- I was involved with (advised, sponsored, organized, or coordinated) campus events at Case (50%)
- I attended campus events at Case (seminars, political, cultural, sporting, student, social events, etc.; 66%)
- I was part of a collegial community at Case (42%)
- I felt that faculty at case respected each other (36%)
- I felt that Case were treated with respect by the administration (19% “agree”; 0% “strongly agree”)
- I witnessed or experienced incidents of discrimination based on differences in race, gender, age, religion, or sexual orientation at Case (41.6%)
- I had a satisfactory overall working relationship with my chair/the head of my primary unit (58%)
- I felt decision making processes in my department were made clear (33%)
- I felt my chair/the head of my primary unit treated faculty/researchers in a fair way (49%)
- I was reluctant to raise controversial issues in my department/primary unit for fear it would affect my tenure or promotion (27%)
- I was reluctant to raise controversial issues in my school for fear it would affect my tenure or promotion (44%)
- I felt that the tenure and promotion criteria were articulated clearly to me (33%)
- Colleagues in my department gave me feedback/advice about my research and professional issues, etc. (61%)
- Colleagues in my department solicited feedback/advice from me about their research and professional issues, etc. (53%)
- I felt I was professionally welcomed and included by my colleagues at Case (58%)
- I received formal mentoring in my department/primary unit (23%)
- I received informal mentoring in my department/primary unit (54%)
- There was collegiality among the members of my department/primary unit (49%)
- I was satisfied with my health care benefits (77%)
- I was satisfied with my retirement benefits (82%)
- I was satisfied with the tuition waiver benefits (80%)
- I was satisfied with my starting salary (50%)
- I was satisfied with my ending salary (54%)
- I was satisfied with the fairness of my annual performance review (53%)
- I was satisfied with the guidance I received during annual performance reviews (34%)

Compared to men, women were much less likely to agree or strongly agree that:

- Their department supported their research/scholarship (42% of women/68% of men)
- They had adequate classroom facilities available to them (58% of women/78% of men)
- Their work environment was intellectually stimulating (58% of women/70% of men)
- They attended campus events at Case (58% of women/73% of men)
- They were part of a collegial community at Case (25% of women/52% of men)
- Faculty at Case respected each other (25% of women/43% of men)
- They witnessed or experienced incidents of discrimination based on differences in race, gender, age, religion, or sexual orientation at Case (58% of women/35% of men)
- They were reluctant to raise controversial issues in their department/primary unit for fear it would affect their tenure/promotion (67% of women/9% of men)
- They were reluctant to raise controversial issues in their school for fear it would affect their tenure/promotion (90% of women/22% of men)
- They felt that the tenure and promotion criteria were articulated clearly to them (30% of women/45% of men)
- Felt they were professionally welcomed and included by their colleagues at Case (50% of women/65% of men)
- They received formal mentoring in their department/primary unit (17% of women/27% of men)
- They received informal mentoring in their department/primary unit (42% of women/61% of men)
- There was collegiality among the members of my department/primary unit (27% of women/61% of men)
- They were satisfied with the guidance they received during their annual performance reviews (20% of women/43% of men)

Compared to women, men were much less likely to agree or strongly agree that:

- They had a balance between teaching, service, and research (75% of women/61% of men)
- They were satisfied with tuition waiver benefits (100% of women/71% of men)
- They were satisfied with their ending salary (73% of women/43% of men)