

2010 Faculty Climate Survey
Case Western Reserve University
Selected Results by School

The Faculty Climate Survey was administered in fall 2010 to Board-appointed faculty at the rank of instructor and above who had been hired before April 2010. The survey included items about overall faculty satisfaction at the university; faculty evaluation of the work environment in and leadership of their department and/or school; access to and satisfaction with academic resources and support; assessment of the campus climate; and other academic career development issues such as promotion and tenure, mentoring, and retention.

This report presents results from survey questions dealing with overall satisfaction, assessment of leadership by the faculty member's department chair and dean, and the atmosphere of the primary academic unit. There are four tables for each school/college.

Small Sample Sizes

Table A below displays the number of respondents from each school.¹ Please note that results from Physical Education and Athletics are based on a total of 10 respondents, results from the Mandel School of Applied Social Sciences are based on a total of 17 respondents, results from the School of Dental Medicine are based on 19 respondents, and results from the School of Law are based on 22 respondents. As such, reports from these four schools *should be interpreted with caution*. Results from all other schools are based on at least 25 respondents.

Table A. Survey Sample Size by School/College

| School/College | Faculty n | Page in report |
|--|------------------|-----------------------|
| Case School of Engineering | 41 | 3 |
| College of Arts and Sciences - Arts, Humanities, Social Sciences | 102 | 6 |
| College of Arts and Sciences - Math and Natural Sciences | 42 | 9 |
| Frances Payne Bolton School of Nursing | 51 | 12 |
| Mandel School of Applied Sciences | 16 | 15 |
| Physical Education and Athletics | 10 | 18 |
| School of Dental Medicine | 18 | 21 |
| School of Law | 22 | 24 |
| School of Medicine - Basic Sciences | 115 | 27 |
| School of Medicine - Clinical | 187 | 30 |
| Weatherhead School of Management | 27 | 33 |
| Total | 631 | |

¹ Results for faculty in the College of Arts and Sciences and the School of Medicine are divided into two groups based on department.

Overall Satisfaction by School

The first item on the survey asked: “Overall, how satisfied are you being a faculty member at Case Western Reserve University?”

Table B. Overall Satisfaction by School

| School | Mean | Rank |
|--|------|------|
| Mandel School of Applied Social Sciences | 4.19 | 1 |
| School of Dental Medicine | 4.06 | 2 |
| Frances Payne Bolton School of Nursing | 3.94 | 3 |
| School of Law | 3.82 | 4 |
| College of Arts and Sciences - Math and Natural Sciences | 3.74 | 5 |
| Weatherhead School of Management | 3.74 | 6 |
| Physical Education and Athletics | 3.60 | 7 |
| Case School of Engineering | 3.49 | 8 |
| College of Arts and Sciences - Arts, Humanities, Social Sciences | 3.46 | 9 |
| School of Medicine - Clinical | 3.44 | 10 |
| School of Medicine - Basic Sciences | 3.26 | 11 |

Scale: 1=very dissatisfied, 2=somewhat dissatisfied, 3=neither satisfied nor dissatisfied, 4=somewhat satisfied, 5=very satisfied

How to Read the Tables by School

- Column A: School/College Average = Straight average for the school/college²
- Column B: School/College Rank = School/college rank for this question (1=highest, 11=lowest)
- Column C: % of Dissatisfied (College/School) Faculty = Percent of faculty who were dissatisfied or disagreed
- Column D: CWRU Average = Straight average for all CWRU participants
- Column E: CWRU Min Average = Minimum average out of all college/schools
- Column F: CWRU Max Average = Maximum average out of all college/schools

Items are bolded if the school’s rank is in the bottom half of the distribution of all schools at the university (i.e., rank 6-11) or if more than half of the faculty are dissatisfied or disagree with a particular item.

² A higher score is positive except on two questions in Table 4: “I feel excluded from an informal network in my department/unit” and “I have to work harder than some of my colleagues to be perceived as a legitimate scholar.” On those questions, a low mean is better; the ranking in Column B reflects that interpretation.

CWRU Climate Survey – Case School of Engineering

Table 1: Overall Satisfaction

Scale: 1=very dissatisfied, 2=somewhat dissatisfied, 3=neither satisfied nor dissatisfied, 4=somewhat satisfied, 5=very satisfied

| | A | B | C | D | E | F |
|--|--------------------|-----------------|-----------------------------------|---------------------|-------------------------|-------------------------|
| Overall Satisfaction Items | CSE Average | CSE Rank | % Dissatisfied CSE Faculty | CWRU Average | CWRU Min Average | CWRU Max Average |
| Overall, how satisfied are you being a faculty member at Case Western Reserve University? | 3.49 | 8 | 24% | 3.54 | 3.26 | 4.19 |
| How satisfied are you with the resources CWRU provides to support your research and scholarship? | 2.56 | 11 | 59% | 3.13 | 2.56 | 4.00 |
| How satisfied are you with the resources CWRU provides to support your teaching? | 3.32 | 9 | 22% | 3.41 | 3.09 | 4.24 |
| Level of satisfaction with: | | | | | | |
| Salary | 2.92 | 8 | 50% | 3.17 | 2.74 | 4.00 |
| Start-up funds | 2.85 | 7 | 40% | 2.93 | 2.59 | 3.67 |
| Availability of nearby parking | 4.00 | 3 | 18% | 3.72 | 2.83 | 4.80 |
| Office space | 4.38 | 2 | 5% | 3.99 | 3.50 | 4.89 |
| Lab or research space | 3.45 | 4 | 25% | 3.39 | 2.89 | 5.00 |
| Classroom space | 4.00 | 3 | 5% | 3.72 | 2.88 | 4.54 |
| Library resources | 4.08 | 9 | 8% | 4.06 | 3.05 | 4.81 |
| Computer resources | 3.13 | 11 | 36% | 3.87 | 3.13 | 4.58 |
| Clerical and administrative staff | 3.10 | 11 | 40% | 3.44 | 3.10 | 4.36 |
| Technical and research staff | 3.44 | 7 | 19% | 3.69 | 3.24 | 4.73 |
| Computing support staff | 3.25 | 11 | 33% | 3.62 | 3.25 | 4.27 |
| Support for securing grants | 2.78 | 10 | 50% | 3.00 | 2.00 | 3.93 |
| Other resources to support research | 2.63 | 11 | 50% | 2.97 | 2.63 | 3.88 |
| Teaching responsibilities | 4.08 | 5 | 5% | 3.98 | 3.71 | 4.50 |
| Access to teaching assistants | 2.95 | 6 | 40% | 3.11 | 1.50 | 4.04 |
| Quality of graduate students | 3.34 | 8 | 29% | 3.59 | 2.00 | 4.21 |
| Time available for scholarly work | 2.97 | 7 | 38% | 3.08 | 2.75 | 3.53 |
| Committee and administrative responsibilities | 3.08 | 10 | 33% | 3.38 | 3.07 | 4.00 |

Table 2: Satisfaction with Department Chair

Scale: 1=strongly disagree, 2=somewhat disagree, 3=neither agree nor disagree, 4=somewhat agree, 5=strongly agree

| | A | B | C | D | E | F |
|--|--------------------|-----------------|------------------------------------|---------------------|-----------------|-----------------|
| My department chair: | CSE Average | CSE Rank | % CSE Faculty Who Disagreed | CWRU Average | CWRU Min | CWRU Max |
| Maintains high academic standards | 4.26 | 3 | 5% | 4.01 | 3.00 | 4.58 |
| Is an effective administrator | 4.03 | 2 | 11% | 3.53 | 1.50 | 4.50 |
| Articulates clear criteria for tenure/promotion/evaluation | 4.00 | 1 | 6% | 3.43 | 1.50 | 4.00 |
| Shows commitment to diversity | 4.05 | 6 | 5% | 3.85 | 3.00 | 4.42 |
| Is open to constructive criticism | 4.14 | 2 | 11% | 3.49 | 1.60 | 4.15 |
| Treats faculty in an even-handed way | 4.25 | 3 | 8% | 3.61 | 2.10 | 5.00 |
| Honors agreements | 4.22 | 3 | 11% | 3.80 | 2.40 | 4.50 |
| Handles disputes/problems effectively | 4.11 | 1 | 11% | 3.36 | 1.50 | 4.11 |
| Communicates consistently with faculty | 3.92 | 2 | 24% | 3.34 | 1.00 | 3.96 |
| Gives me useful feedback about my performance | 3.91 | 2 | 11% | 3.38 | 1.50 | 4.00 |
| Involves me in relevant decision-making processes | 4.08 | 2 | 8% | 3.36 | 2.80 | 4.15 |
| Articulates clear criteria for allocation of resources | 3.53 | 2 | 22% | 3.06 | 1.00 | 3.83 |

Table 3: Satisfaction with Dean

Scale: 1=strongly disagree, 2=somewhat disagree, 3=neither agree nor disagree, 4=somewhat agree, 5=strongly agree

| | A | B | C | D | E | F |
|--|--------------------|-----------------|------------------------------------|---------------------|-----------------|-----------------|
| My dean: | CSE Average | CSE Rank | % CSE Faculty Who Disagreed | CWRU Average | CWRU Min | CWRU Max |
| Maintains high academic standards | 3.55 | 10 | 26% | 4.07 | 3.43 | 4.41 |
| Is an effective administrator | 3.33 | 9 | 33% | 3.75 | 3.10 | 4.35 |
| Articulates clear criteria for tenure/promotion/evaluation | 3.65 | 4 | 22% | 3.64 | 2.67 | 4.59 |
| Shows commitment to diversity | 3.59 | 10 | 15% | 3.99 | 3.38 | 4.71 |
| Is open to constructive criticism | 3.24 | 10 | 34% | 3.37 | 2.44 | 4.24 |
| Treats faculty in an even-handed way | 3.19 | 10 | 30% | 3.47 | 2.65 | 4.05 |
| Articulates a clear vision | 3.49 | 5 | 26% | 3.51 | 2.80 | 4.82 |
| Honors agreements | 3.60 | 9 | 20% | 3.70 | 3.17 | 4.50 |
| Handles disputes/problems effectively | 3.16 | 8 | 37% | 3.37 | 2.80 | 4.29 |
| Communicates consistently with faculty | 3.26 | 8 | 37% | 3.46 | 2.74 | 4.35 |
| Articulates clear criteria for allocation of resources | 2.90 | 9 | 41% | 3.14 | 2.59 | 4.29 |

Table 4: Atmosphere of Primary Unit

Scale: 1=strongly disagree, 2=somewhat disagree, 3=neither agree nor disagree, 4=somewhat agree, 5=strongly agree

| | A | B | C | D | E | F |
|---|--------------------|-----------------|------------------------------------|---------------------|-----------------|-----------------|
| Atmosphere Items | CSE Average | CSE Rank | % CSE Faculty Who Disagreed | CWRU Average | CWRU Min | CWRU Max |
| My colleagues value my research/scholarship. | 3.73 | 3 | 20% | 3.58 | 3.00 | 3.93 |
| I am satisfied with opportunities to collaborate with faculty in my primary department/school. | 3.90 | 1 | 15% | 3.43 | 3.00 | 3.90 |
| I am satisfied with opportunities to collaborate with faculty in other units at my institution. | 4.15 | 1 | 5% | 3.52 | 3.11 | 4.15 |
| Interdisciplinary research is recognized and rewarded by my department/unit. | 3.73 | 1 | 15% | 3.31 | 2.50 | 3.73 |
| I have a voice in the decision-making that affects the direction of my department/unit. | 3.80 | 3 | 15% | 3.18 | 2.40 | 4.13 |
| My chair/director/dean creates a collegial and supportive environment. | 3.68 | 5 | 16% | 3.47 | 1.90 | 4.12 |
| My chair/director/dean helps me obtain the resources I need. | 2.92 | 9 | 31% | 3.26 | 2.30 | 3.92 |
| I can navigate the unwritten rules concerning how one is to conduct oneself as a faculty member. | 3.90 | 4 | 13% | 3.83 | 3.41 | 4.53 |
| My department/unit is a good fit for me. | 4.18 | 3 | 10% | 3.74 | 3.53 | 4.40 |
| My department/unit is a place where individual faculty may comfortably raise personal and/or family responsibilities when scheduling departmental/unit obligations. | 3.84 | 4 | 8% | 3.60 | 3.41 | 4.26 |
| I feel excluded from an informal network in my department/unit. | 2.08 | 1 | 67% | 2.53 | 2.08 | 3.24 |
| I have to work harder than some of my colleagues to be perceived as a legitimate scholar. | 2.85 | 5 | 30% | 2.91 | 2.54 | 3.60 |

**CWRU Climate Survey – College of Arts and Sciences:
Arts, Humanities, and Social Sciences**

Table 1: Overall Satisfaction

Scale: 1=very dissatisfied, 2=somewhat dissatisfied, 3=neither satisfied nor dissatisfied, 4=somewhat satisfied, 5=very satisfied

| | A | B | C | D | E | F |
|--|-----------------------------|------------------------------|--|-------------------------|---------------------------------|---------------------------------|
| Overall Satisfaction Items | A, H, SS Average | A, H, SS Rank | % Dissatisfied A, H, SS Faculty | CWRU Average | CWRU Min Average | CWRU Max Average |
| Overall, how satisfied are you being a faculty member at Case Western Reserve University? | 3.46 | 9 | 33% | 3.54 | 3.26 | 4.19 |
| How satisfied are you with the resources CWRU provides to support your research and scholarship? | 3.05 | 9 | 39% | 3.13 | 2.56 | 4.00 |
| How satisfied are you with the resources CWRU provides to support your teaching? | 3.51 | 7 | 26% | 3.41 | 3.09 | 4.24 |
| Level of satisfaction with: | | | | | | |
| Salary | 2.84 | 10 | 46% | 3.17 | 2.74 | 4.00 |
| Start-up funds | 3.37 | 2 | 31% | 2.93 | 2.59 | 3.67 |
| Availability of nearby parking | 3.64 | 7 | 30% | 3.72 | 2.83 | 4.80 |
| Office space | 3.77 | 10 | 23% | 3.99 | 3.50 | 4.89 |
| Lab or research space | 3.09 | 9 | 40% | 3.39 | 2.89 | 5.00 |
| Classroom space | 3.49 | 9 | 32% | 3.72 | 2.88 | 4.54 |
| Library resources | 3.05 | 11 | 39% | 4.06 | 3.05 | 4.81 |
| Computer resources | 3.63 | 10 | 25% | 3.87 | 3.13 | 4.58 |
| Clerical and administrative staff | 3.40 | 6 | 35% | 3.44 | 3.10 | 4.36 |
| Technical and research staff | 3.24 | 11 | 31% | 3.69 | 3.24 | 4.73 |
| Computing support staff | 3.26 | 10 | 34% | 3.62 | 3.25 | 4.27 |
| Support for securing grants | 2.93 | 8 | 36% | 3.00 | 2.00 | 3.93 |
| Other resources to support research | 2.77 | 10 | 48% | 2.97 | 2.63 | 3.88 |
| Teaching responsibilities | 3.99 | 7 | 13% | 3.98 | 3.71 | 4.50 |
| Access to teaching assistants | 3.30 | 4 | 30% | 3.11 | 1.50 | 4.04 |
| Quality of graduate students | 3.52 | 6 | 25% | 3.59 | 2.00 | 4.21 |
| Time available for scholarly work | 3.10 | 5 | 36% | 3.08 | 2.75 | 3.53 |
| Committee and administrative responsibilities | 3.14 | 9 | 25% | 3.38 | 3.07 | 4.00 |

Table 2: Satisfaction with Department Chair

Scale: 1=strongly disagree, 2=somewhat disagree, 3=neither agree nor disagree, 4=somewhat agree, 5=strongly agree

| | A | B | C | D | E | F |
|--|-------------------------|----------------------|---|---------------------|-----------------|-----------------|
| My department chair: | A, H, SS Average | A, H, SS Rank | % A, H, SS Faculty Who Disagreed | CWRU Average | CWRU Min | CWRU Max |
| Maintains high academic standards | 3.99 | 6 | 20% | 4.01 | 3.00 | 4.58 |
| Is an effective administrator | 3.78 | 4 | 23% | 3.53 | 1.50 | 4.50 |
| Articulates clear criteria for tenure/promotion/evaluation | 3.74 | 3 | 20% | 3.43 | 1.50 | 4.00 |
| Shows commitment to diversity | 4.17 | 2 | 9% | 3.85 | 3.00 | 4.42 |
| Is open to constructive criticism | 3.99 | 4 | 17% | 3.49 | 1.60 | 4.15 |
| Treats faculty in an even-handed way | 4.00 | 4 | 21% | 3.61 | 2.10 | 5.00 |
| Honors agreements | 4.19 | 4 | 14% | 3.80 | 2.40 | 4.50 |
| Handles disputes/problems effectively | 3.55 | 4 | 28% | 3.36 | 1.50 | 4.11 |
| Communicates consistently with faculty | 3.75 | 3 | 25% | 3.34 | 1.00 | 3.96 |
| Gives me useful feedback about my performance | 3.61 | 4 | 24% | 3.38 | 1.50 | 4.00 |
| Involves me in relevant decision-making processes | 3.81 | 3 | 22% | 3.36 | 2.80 | 4.15 |
| Articulates clear criteria for allocation of resources | 3.42 | 4 | 31% | 3.06 | 1.00 | 3.83 |

Table 3: Satisfaction with Dean

Scale: 1=strongly disagree, 2=somewhat disagree, 3=neither agree nor disagree, 4=somewhat agree, 5=strongly agree

| | A | B | C | D | E | F |
|--|----------------------|----------------------|---|---------------------|-----------------|-----------------|
| My dean: | A, H, SS Mean | A, H, SS Rank | % A, H, SS Faculty Who Disagreed | CWRU Average | CWRU Min | CWRU Max |
| Maintains high academic standards | 4.33 | 3 | 9% | 4.07 | 3.43 | 4.41 |
| Is an effective administrator | 4.16 | 2 | 12% | 3.75 | 3.10 | 4.35 |
| Articulates clear criteria for tenure/promotion/evaluation | 4.24 | 2 | 9% | 3.64 | 2.67 | 4.59 |
| Shows commitment to diversity | 4.29 | 4 | 5% | 3.99 | 3.38 | 4.71 |
| Is open to constructive criticism | 3.88 | 3 | 15% | 3.37 | 2.44 | 4.24 |
| Treats faculty in an even-handed way | 4.05 | 1 | 11% | 3.47 | 2.65 | 4.05 |
| Articulates a clear vision | 3.83 | 3 | 18% | 3.51 | 2.80 | 4.82 |
| Honors agreements | 4.00 | 5 | 15% | 3.70 | 3.17 | 4.50 |
| Handles disputes/problems effectively | 3.69 | 5 | 24% | 3.37 | 2.80 | 4.29 |
| Communicates consistently with faculty | 3.99 | 4 | 15% | 3.46 | 2.74 | 4.35 |
| Articulates clear criteria for allocation of resources | 3.54 | 4 | 28% | 3.14 | 2.59 | 4.29 |

Table 4: Atmosphere of Primary Unit

Scale: 1=strongly disagree, 2=somewhat disagree, 3=neither agree nor disagree, 4=somewhat agree, 5=strongly agree

| | A | B | C | D | E | F |
|---|------------------|---------------|----------------------------------|--------------|----------|----------|
| Atmosphere Items | A, H, SS Average | A, H, SS Rank | % A, H, SS Faculty Who Disagreed | CWRU Average | CWRU Min | CWRU Max |
| My colleagues value my research/scholarship. | 3.32 | 10 | 33% | 3.58 | 3.00 | 3.93 |
| I am satisfied with opportunities to collaborate with faculty in my primary department/school. | 3.00 | 11 | 41% | 3.43 | 3.00 | 3.90 |
| I am satisfied with opportunities to collaborate with faculty in other units at my institution. | 3.11 | 11 | 36% | 3.52 | 3.11 | 4.15 |
| Interdisciplinary research is recognized and rewarded by my department/unit. | 3.24 | 6 | 32% | 3.31 | 2.50 | 3.73 |
| I have a voice in the decision-making that affects the direction of my department/unit. | 3.48 | 4 | 28% | 3.18 | 2.40 | 4.13 |
| My chair/director/dean creates a collegial and supportive environment. | 3.96 | 3 | 17% | 3.47 | 1.90 | 4.12 |
| My chair/director/dean helps me obtain the resources I need. | 3.72 | 3 | 21% | 3.26 | 2.30 | 3.92 |
| I can navigate the unwritten rules concerning how one is to conduct oneself as a faculty member. | 3.85 | 5 | 15% | 3.83 | 3.41 | 4.53 |
| My department/unit is a good fit for me. | 3.53 | 11 | 28% | 3.74 | 3.53 | 4.40 |
| My department/unit is a place where individual faculty may comfortably raise personal and/or family responsibilities when scheduling departmental/unit obligations. | 3.58 | 7 | 23% | 3.60 | 3.41 | 4.26 |
| I feel excluded from an informal network in my department/unit. | 2.34 | 3 | 57% | 2.53 | 2.08 | 3.24 |
| I have to work harder than some of my colleagues to be perceived as a legitimate scholar. | 2.80 | 4 | 46% | 2.91 | 2.54 | 3.60 |

CWRU Climate Survey – College of Arts and Sciences: Math and Natural Science

Table 1: Overall Satisfaction

Scale: 1=very dissatisfied, 2=somewhat dissatisfied, 3=neither satisfied nor dissatisfied, 4=somewhat satisfied, 5=very satisfied

| | A | B | C | D | E | F |
|--|---------------------------|------------------------|--|---------------------|-----------------|-----------------|
| Overall Satisfaction Items | M & NS Average | M & NS Rank | % Dissatisfied M & NS Faculty | CWRU Average | CWRU Min | CWRU Max |
| Overall, how satisfied are you being a faculty member at Case Western Reserve University? | 3.74 | 6 | 12% | 3.54 | 3.26 | 4.19 |
| How satisfied are you with the resources CWRU provides to support your research and scholarship? | 3.19 | 7 | 29% | 3.13 | 2.56 | 4.00 |
| How satisfied are you with the resources CWRU provides to support your teaching? | 3.64 | 6 | 21% | 3.41 | 3.09 | 4.24 |
| Level of satisfaction with: | | | | | | |
| Salary | 3.10 | 7 | 38% | 3.17 | 2.74 | 4.00 |
| Start-up funds | 3.16 | 3 | 44% | 2.93 | 2.59 | 3.67 |
| Availability of nearby parking | 3.68 | 6 | 20% | 3.72 | 2.83 | 4.80 |
| Office space | 3.90 | 8 | 17% | 3.99 | 3.50 | 4.89 |
| Lab or research space | 3.20 | 8 | 27% | 3.39 | 2.89 | 5.00 |
| Classroom space | 3.83 | 6 | 15% | 3.72 | 2.88 | 4.54 |
| Library resources | 3.88 | 10 | 15% | 4.06 | 3.05 | 4.81 |
| Computer resources | 3.93 | 6 | 12% | 3.87 | 3.13 | 4.58 |
| Clerical and administrative staff | 3.86 | 3 | 17% | 3.44 | 3.10 | 4.36 |
| Technical and research staff | 3.36 | 9 | 21% | 3.69 | 3.24 | 4.73 |
| Computing support staff | 3.44 | 8 | 18% | 3.62 | 3.25 | 4.27 |
| Support for securing grants | 3.03 | 4 | 38% | 3.00 | 2.00 | 3.93 |
| Other resources to support research | 2.91 | 7 | 33% | 2.97 | 2.63 | 3.88 |
| Teaching responsibilities | 3.71 | 11 | 20% | 3.98 | 3.71 | 4.50 |
| Access to teaching assistants | 3.60 | 3 | 20% | 3.11 | 1.50 | 4.04 |
| Quality of graduate students | 2.74 | 10 | 49% | 3.59 | 2.00 | 4.21 |
| Time available for scholarly work | 2.93 | 9 | 48% | 3.08 | 2.75 | 3.53 |
| Committee and administrative responsibilities | 3.29 | 7 | 29% | 3.38 | 3.07 | 4.00 |

Table 2: Satisfaction with Department Chair

Scale: 1=strongly disagree, 2=somewhat disagree, 3=neither agree nor disagree, 4=somewhat agree, 5=strongly agree

| | A | B | C | D | E | F |
|--|---------------------------|------------------------|---|---------------------|-----------------|-----------------|
| My department chair: | M & NS Average | M & NS Rank | % M & NS Faculty Who Disagreed | CWRU Average | CWRU Min | CWRU Max |
| Maintains high academic standards | 3.85 | 8 | 20% | 4.01 | 3.00 | 4.58 |
| Is an effective administrator | 3.40 | 7 | 28% | 3.53 | 1.50 | 4.50 |
| Articulates clear criteria for tenure/promotion/evaluation | 3.56 | 6 | 22% | 3.43 | 1.50 | 4.00 |
| Shows commitment to diversity | 4.08 | 5 | 8% | 3.85 | 3.00 | 4.42 |
| Is open to constructive criticism | 3.46 | 6 | 26% | 3.49 | 1.60 | 4.15 |
| Treats faculty in an even-handed way | 3.63 | 6 | 30% | 3.61 | 2.10 | 5.00 |
| Honors agreements | 3.95 | 6 | 15% | 3.80 | 2.40 | 4.50 |
| Handles disputes/problems effectively | 3.36 | 5 | 25% | 3.36 | 1.50 | 4.11 |
| Communicates consistently with faculty | 3.38 | 6 | 30% | 3.34 | 1.00 | 3.96 |
| Gives me useful feedback about my performance | 3.54 | 5 | 22% | 3.38 | 1.50 | 4.00 |
| Involves me in relevant decision-making processes | 3.54 | 5 | 26% | 3.36 | 2.80 | 4.15 |
| Articulates clear criteria for allocation of resources | 3.00 | 6 | 48% | 3.06 | 1.00 | 3.83 |

Table 3: Satisfaction with Dean

Scale: 1=strongly disagree, 2=somewhat disagree, 3=neither agree nor disagree, 4=somewhat agree, 5=strongly agree

| | A | B | C | D | E | F |
|--|------------------------|------------------------|---|---------------------|-----------------|-----------------|
| My dean: | M & NS Mean | M & NS Rank | % M & NS Faculty Who Disagreed | CWRU Average | CWRU Min | CWRU Max |
| Maintains high academic standards | 4.20 | 5 | 2% | 4.07 | 3.43 | 4.41 |
| Is an effective administrator | 3.78 | 6 | 12% | 3.75 | 3.10 | 4.35 |
| Articulates clear criteria for tenure/promotion/evaluation | 3.63 | 5 | 11% | 3.64 | 2.67 | 4.59 |
| Shows commitment to diversity | 4.00 | 6 | 5% | 3.99 | 3.38 | 4.71 |
| Is open to constructive criticism | 3.62 | 5 | 15% | 3.37 | 2.44 | 4.24 |
| Treats faculty in an even-handed way | 3.93 | 3 | 5% | 3.47 | 2.65 | 4.05 |
| Articulates a clear vision | 3.44 | 6 | 22% | 3.51 | 2.80 | 4.82 |
| Honors agreements | 3.76 | 6 | 12% | 3.70 | 3.17 | 4.50 |
| Handles disputes/problems effectively | 3.40 | 6 | 17% | 3.37 | 2.80 | 4.29 |
| Communicates consistently with faculty | 3.40 | 6 | 20% | 3.46 | 2.74 | 4.35 |
| Articulates clear criteria for allocation of resources | 3.15 | 8 | 29% | 3.14 | 2.59 | 4.29 |

Table 4: Atmosphere of Primary Unit

Scale: 1=strongly disagree, 2=somewhat disagree, 3=neither agree nor disagree, 4=somewhat agree, 5=strongly agree

| | A | B | C | D | E | F |
|---|---------------------------|------------------------|---|---------------------|-----------------|-----------------|
| Atmosphere Items | M & NS Average | M & NS Rank | % M & NS Faculty Who Disagreed | CWRU Average | CWRU Min | CWRU Max |
| My colleagues value my research/scholarship. | 3.51 | 7 | 29% | 3.58 | 3.00 | 3.93 |
| I am satisfied with opportunities to collaborate with faculty in my primary department/school. | 3.28 | 8 | 33% | 3.43 | 3.00 | 3.90 |
| I am satisfied with opportunities to collaborate with faculty in other units at my institution. | 3.56 | 6 | 22% | 3.52 | 3.11 | 4.15 |
| Interdisciplinary research is recognized and rewarded by my department/unit. | 3.26 | 5 | 24% | 3.31 | 2.50 | 3.73 |
| I have a voice in the decision-making that affects the direction of my department/unit. | 3.40 | 5 | 33% | 3.18 | 2.40 | 4.13 |
| My chair/director/dean creates a collegial and supportive environment. | 3.71 | 4 | 21% | 3.47 | 1.90 | 4.12 |
| My chair/director/dean helps me obtain the resources I need. | 3.25 | 7 | 20% | 3.26 | 2.30 | 3.92 |
| I can navigate the unwritten rules concerning how one is to conduct oneself as a faculty member. | 3.83 | 6 | 13% | 3.83 | 3.41 | 4.53 |
| My department/unit is a good fit for me. | 3.83 | 7 | 12% | 3.74 | 3.53 | 4.40 |
| My department/unit is a place where individual faculty may comfortably raise personal and/or family responsibilities when scheduling departmental/unit obligations. | 3.68 | 5 | 18% | 3.60 | 3.41 | 4.26 |
| I feel excluded from an informal network in my department/unit. | 2.57 | 7 | 50% | 2.53 | 2.08 | 3.24 |
| I have to work harder than some of my colleagues to be perceived as a legitimate scholar. | 2.61 | 2 | 51% | 2.91 | 2.54 | 3.60 |

CWRU Climate Survey – Frances Payne Bolton School of Nursing

Table 1: Overall Satisfaction

Scale: 1=very dissatisfied, 2=somewhat dissatisfied, 3=neither satisfied nor dissatisfied, 4=somewhat satisfied, 5=very satisfied

| | A | B | C | D | E | F |
|--|--------------------|-----------------|-----------------------------------|---------------------|-----------------|-----------------|
| Overall Satisfaction Items | FPB Average | FPB Rank | % Dissatisfied FPB Faculty | CWRU Average | CWRU Min | CWRU Max |
| Overall, how satisfied are you being a faculty member at Case Western Reserve University? | 3.94 | 3 | 14% | 3.54 | 3.26 | 4.19 |
| How satisfied are you with the resources CWRU provides to support your research and scholarship? | 3.58 | 3 | 22% | 3.13 | 2.56 | 4.00 |
| How satisfied are you with the resources CWRU provides to support your teaching? | 3.68 | 5 | 22% | 3.41 | 3.09 | 4.24 |
| Level of satisfaction with: | | | | | | |
| Salary | 2.74 | 11 | 52% | 3.17 | 2.74 | 4.00 |
| Start-up funds | 2.59 | 11 | 48% | 2.93 | 2.59 | 3.67 |
| Availability of nearby parking | 3.36 | 10 | 36% | 3.72 | 2.83 | 4.80 |
| Office space | 3.92 | 7 | 20% | 3.99 | 3.50 | 4.89 |
| Lab or research space | 2.89 | 11 | 48% | 3.39 | 2.89 | 5.00 |
| Classroom space | 3.26 | 10 | 38% | 3.72 | 2.88 | 4.54 |
| Library resources | 4.48 | 4 | 2% | 4.06 | 3.05 | 4.81 |
| Computer resources | 4.19 | 5 | 10% | 3.87 | 3.13 | 4.58 |
| Clerical and administrative staff | 3.35 | 7 | 33% | 3.44 | 3.10 | 4.36 |
| Technical and research staff | 3.87 | 3 | 15% | 3.69 | 3.24 | 4.73 |
| Computing support staff | 4.15 | 4 | 13% | 3.62 | 3.25 | 4.27 |
| Support for securing grants | 3.61 | 2 | 29% | 3.00 | 2.00 | 3.93 |
| Other resources to support research | 3.26 | 5 | 35% | 2.97 | 2.63 | 3.88 |
| Teaching responsibilities | 3.94 | 9 | 14% | 3.98 | 3.71 | 4.50 |
| Access to teaching assistants | 2.55 | 10 | 61% | 3.11 | 1.50 | 4.04 |
| Quality of graduate students | 4.13 | 3 | 15% | 3.59 | 2.00 | 4.21 |
| Time available for scholarly work | 2.90 | 10 | 50% | 3.08 | 2.75 | 3.53 |
| Committee and administrative responsibilities | 3.44 | 5 | 23% | 3.38 | 3.07 | 4.00 |

Table 2: Satisfaction with Department Chair

Scale: 1=strongly disagree, 2=somewhat disagree, 3=neither agree nor disagree, 4=somewhat agree, 5=strongly agree

| | A | B | C | D | E | F |
|--|--------------------|-----------------|------------------------------------|---------------------|-----------------|-----------------|
| My department chair: | FPB Average | FPB Rank | % FPB Faculty Who Disagreed | CWRU Average | CWRU Min | CWRU Max |
| Maintains high academic standards | 3.78 | 9 | 22% | 4.01 | 3.00 | 4.58 |
| Is an effective administrator | 3.15 | 8 | 37% | 3.53 | 1.50 | 4.50 |
| Articulates clear criteria for tenure/promotion/evaluation | 3.19 | 9 | 38% | 3.43 | 1.50 | 4.00 |
| Shows commitment to diversity | 4.11 | 4 | 15% | 3.85 | 3.00 | 4.42 |
| Is open to constructive criticism | 3.08 | 8 | 46% | 3.49 | 1.60 | 4.15 |
| Treats faculty in an even-handed way | 3.35 | 8 | 31% | 3.61 | 2.10 | 5.00 |
| Honors agreements | 3.30 | 9 | 30% | 3.80 | 2.40 | 4.50 |
| Handles disputes/problems effectively | 3.20 | 7 | 40% | 3.36 | 1.50 | 4.11 |
| Communicates consistently with faculty | 2.96 | 8 | 48% | 3.34 | 1.00 | 3.96 |
| Gives me useful feedback about my performance | 3.38 | 6 | 35% | 3.38 | 1.50 | 4.00 |
| Involves me in relevant decision-making processes | 3.31 | 7 | 38% | 3.36 | 2.80 | 4.15 |
| Articulates clear criteria for allocation of resources | 2.84 | 8 | 44% | 3.06 | 1.00 | 3.83 |

Table 3: Satisfaction with Dean

Scale: 1=strongly disagree, 2=somewhat disagree, 3=neither agree nor disagree, 4=somewhat agree, 5=strongly agree

| | A | B | C | D | E | F |
|--|--------------------|-----------------|------------------------------------|---------------------|-----------------|-----------------|
| My dean: | FPB Average | FPB Rank | % FPB Faculty Who Disagreed | CWRU Average | CWRU Min | CWRU Max |
| Maintains high academic standards | 3.88 | 8 | 21% | 4.07 | 3.43 | 4.41 |
| Is an effective administrator | 3.10 | 11 | 44% | 3.75 | 3.10 | 4.35 |
| Articulates clear criteria for tenure/promotion/evaluation | 3.39 | 9 | 33% | 3.64 | 2.67 | 4.59 |
| Shows commitment to diversity | 4.67 | 2 | 4% | 3.99 | 3.38 | 4.71 |
| Is open to constructive criticism | 3.49 | 8 | 26% | 3.37 | 2.44 | 4.24 |
| Treats faculty in an even-handed way | 3.46 | 8 | 27% | 3.47 | 2.65 | 4.05 |
| Articulates a clear vision | 3.02 | 10 | 45% | 3.51 | 2.80 | 4.82 |
| Honors agreements | 3.74 | 7 | 22% | 3.70 | 3.17 | 4.50 |
| Handles disputes/problems effectively | 3.08 | 9 | 44% | 3.37 | 2.80 | 4.29 |
| Communicates consistently with faculty | 3.14 | 10 | 43% | 3.46 | 2.74 | 4.35 |
| Articulates clear criteria for allocation of resources | 2.69 | 10 | 53% | 3.14 | 2.59 | 4.29 |

Table 4: Atmosphere of Primary Unit

Scale: 1=strongly disagree, 2=somewhat disagree, 3=neither agree nor disagree, 4=somewhat agree, 5=strongly agree

| | A | B | C | D | E | F |
|---|--------------------|-----------------|------------------------------------|---------------------|-----------------|-----------------|
| Atmosphere Items | FPB Average | FPB Rank | % FPB Faculty Who Disagreed | CWRU Average | CWRU Min | CWRU Max |
| My colleagues value my research/scholarship. | 3.64 | 6 | 18% | 3.58 | 3.00 | 3.93 |
| I am satisfied with opportunities to collaborate with faculty in my primary department/school. | 3.16 | 9 | 46% | 3.43 | 3.00 | 3.90 |
| I am satisfied with opportunities to collaborate with faculty in other units at my institution. | 3.14 | 9 | 41% | 3.52 | 3.11 | 4.15 |
| Interdisciplinary research is recognized and rewarded by my department/unit. | 3.29 | 4 | 35% | 3.31 | 2.50 | 3.73 |
| I have a voice in the decision-making that affects the direction of my department/unit. | 2.98 | 9 | 39% | 3.18 | 2.40 | 4.13 |
| My chair/director/dean creates a collegial and supportive environment. | 3.62 | 6 | 24% | 3.47 | 1.90 | 4.12 |
| My chair/director/dean helps me obtain the resources I need. | 3.45 | 6 | 29% | 3.26 | 2.30 | 3.92 |
| I can navigate the unwritten rules concerning how one is to conduct oneself as a faculty member. | 3.68 | 9 | 20% | 3.83 | 3.41 | 4.53 |
| My department/unit is a good fit for me. | 3.86 | 6 | 10% | 3.74 | 3.53 | 4.40 |
| My department/unit is a place where individual faculty may comfortably raise personal and/or family responsibilities when scheduling departmental/unit obligations. | 3.54 | 9 | 22% | 3.60 | 3.41 | 4.26 |
| I feel excluded from an informal network in my department/unit. | 2.68 | 10 | 46% | 2.53 | 2.08 | 3.24 |
| I have to work harder than some of my colleagues to be perceived as a legitimate scholar. | 3.42 | 9 | 22% | 2.91 | 2.54 | 3.60 |

CWRU Climate Survey – MSASS

Table 1: Overall Satisfaction

Scale: 1=very dissatisfied, 2=somewhat dissatisfied, 3=neither satisfied nor dissatisfied, 4=somewhat satisfied, 5=very satisfied

| | A | B | C | D | E | F |
|--|---------------|------------|------------------------------|--------------|----------|----------|
| Overall Satisfaction Items | MSASS Average | MSASS Rank | % Dissatisfied MSASS Faculty | CWRU Average | CWRU Min | CWRU Max |
| Overall, how satisfied are you being a faculty member at Case Western Reserve University? | 4.19 | 1 | 13% | 3.54 | 3.26 | 4.19 |
| How satisfied are you with the resources CWRU provides to support your research and scholarship? | 3.44 | 5 | 25% | 3.13 | 2.56 | 4.00 |
| How satisfied are you with the resources CWRU provides to support your teaching? | 4.13 | 3 | 19% | 3.41 | 3.09 | 4.24 |
| Level of satisfaction with: | | | | | | |
| Salary | 3.45 | 4 | 36% | 3.17 | 2.74 | 4.00 |
| Start-up funds | 3.00 | 5 | 50% | 2.93 | 2.59 | 3.67 |
| Availability of nearby parking | 4.80 | 1 | 7% | 3.72 | 2.83 | 4.80 |
| Office space | 4.19 | 3 | 6% | 3.99 | 3.50 | 4.89 |
| Lab or research space | 3.00 | 10 | 33% | 3.39 | 2.89 | 5.00 |
| Classroom space | 4.00 | 2 | 13% | 3.72 | 2.88 | 4.54 |
| Library resources | 4.81 | 1 | 0% | 4.06 | 3.05 | 4.81 |
| Computer resources | 4.38 | 3 | 6% | 3.87 | 3.13 | 4.58 |
| Clerical and administrative staff | 3.43 | 5 | 36% | 3.44 | 3.10 | 4.36 |
| Technical and research staff | 3.40 | 8 | 20% | 3.69 | 3.24 | 4.73 |
| Computing support staff | 4.20 | 2 | 13% | 3.62 | 3.25 | 4.27 |
| Support for securing grants | 3.93 | 1 | 7% | 3.00 | 2.00 | 3.93 |
| Other resources to support research | 3.82 | 2 | 9% | 2.97 | 2.63 | 3.88 |
| Teaching responsibilities | 4.06 | 6 | 13% | 3.98 | 3.71 | 4.50 |
| Access to teaching assistants | 2.91 | 7 | 45% | 3.11 | 1.50 | 4.04 |
| Quality of graduate students | 4.13 | 2 | 7% | 3.59 | 2.00 | 4.21 |
| Time available for scholarly work | 3.47 | 2 | 27% | 3.08 | 2.75 | 3.53 |
| Committee and administrative responsibilities | 3.07 | 11 | 29% | 3.38 | 3.07 | 4.00 |

Table 2: Satisfaction with Department Chair

Scale: 1=strongly disagree, 2=somewhat disagree, 3=neither agree nor disagree, 4=somewhat agree, 5=strongly agree

| | A | B | C | D | E | F |
|--|----------------------|-------------------|--------------------------------------|---------------------|-----------------|-----------------|
| My department chair: | MSASS Average | MSASS Rank | % MSASS Faculty Who Disagreed | CWRU Average | CWRU Min | CWRU Max |
| Maintains high academic standards | 4.50 | 2 | 0% | 4.01 | 3.00 | 4.58 |
| Is an effective administrator | 4.50 | 1 | 0% | 3.53 | 1.50 | 4.50 |
| Articulates clear criteria for tenure/promotion/evaluation | 4.00 | 2 | 0% | 3.43 | 1.50 | 4.00 |
| Shows commitment to diversity | 3.50 | 9 | 50% | 3.85 | 3.00 | 4.42 |
| Is open to constructive criticism | 3.50 | 5 | 50% | 3.49 | 1.60 | 4.15 |
| Treats faculty in an even-handed way | 5.00 | 1 | 0% | 3.61 | 2.10 | 5.00 |
| Honors agreements | 4.50 | 1 | 0% | 3.80 | 2.40 | 4.50 |
| Handles disputes/problems effectively | 3.00 | 8 | 50% | 3.36 | 1.50 | 4.11 |
| Communicates consistently with faculty | 3.50 | 5 | 50% | 3.34 | 1.00 | 3.96 |
| Gives me useful feedback about my performance | 4.00 | 1 | 0% | 3.38 | 1.50 | 4.00 |
| Involves me in relevant decision-making processes | 3.50 | 6 | 50% | 3.36 | 2.80 | 4.15 |
| Articulates clear criteria for allocation of resources | 3.50 | 3 | 50% | 3.06 | 1.00 | 3.83 |

Table 3: Satisfaction with Dean

Scale: 1=strongly disagree, 2=somewhat disagree, 3=neither agree nor disagree, 4=somewhat agree, 5=strongly agree

| | A | B | C | D | E | F |
|--|----------------------|-------------------|--------------------------------------|---------------------|-----------------|-----------------|
| My dean: | MSASS Average | MSASS Rank | % MSASS Faculty Who Disagreed | CWRU Average | CWRU Min | CWRU Max |
| Maintains high academic standards | 4.13 | 6 | 7% | 4.07 | 3.43 | 4.41 |
| Is an effective administrator | 3.73 | 7 | 27% | 3.75 | 3.10 | 4.35 |
| Articulates clear criteria for tenure/promotion/evaluation | 4.21 | 3 | 14% | 3.64 | 2.67 | 4.59 |
| Shows commitment to diversity | 3.93 | 7 | 13% | 3.99 | 3.38 | 4.71 |
| Is open to constructive criticism | 4.00 | 2 | 7% | 3.37 | 2.44 | 4.24 |
| Treats faculty in an even-handed way | 3.93 | 2 | 20% | 3.47 | 2.65 | 4.05 |
| Articulates a clear vision | 2.80 | 11 | 40% | 3.51 | 2.80 | 4.82 |
| Honors agreements | 4.50 | 1 | 7% | 3.70 | 3.17 | 4.50 |
| Handles disputes/problems effectively | 3.87 | 2 | 13% | 3.37 | 2.80 | 4.29 |
| Communicates consistently with faculty | 4.13 | 3 | 20% | 3.46 | 2.74 | 4.35 |
| Articulates clear criteria for allocation of resources | 3.73 | 2 | 20% | 3.14 | 2.59 | 4.29 |

Table 4: Atmosphere of Primary Unit

Scale: 1=strongly disagree, 2=somewhat disagree, 3=neither agree nor disagree, 4=somewhat agree, 5=strongly agree

| | A | B | C | D | E | F |
|---|----------------------|-------------------|--------------------------------------|---------------------|-----------------|-----------------|
| Atmosphere Items | MSASS Average | MSASS Rank | % MSASS Faculty Who Disagreed | CWRU Average | CWRU Min | CWRU Max |
| My colleagues value my research/scholarship. | 3.93 | 1 | 7% | 3.58 | 3.00 | 3.93 |
| I am satisfied with opportunities to collaborate with faculty in my primary department/school. | 3.88 | 3 | 13% | 3.43 | 3.00 | 3.90 |
| I am satisfied with opportunities to collaborate with faculty in other units at my institution. | 3.13 | 10 | 33% | 3.52 | 3.11 | 4.15 |
| Interdisciplinary research is recognized and rewarded by my department/unit. | 3.19 | 7 | 31% | 3.31 | 2.50 | 3.73 |
| I have a voice in the decision-making that affects the direction of my department/unit. | 4.13 | 1 | 0% | 3.18 | 2.40 | 4.13 |
| My chair/director/dean creates a collegial and supportive environment. | 4.07 | 2 | 7% | 3.47 | 1.90 | 4.12 |
| My chair/director/dean helps me obtain the resources I need. | 3.79 | 2 | 7% | 3.26 | 2.30 | 3.92 |
| I can navigate the unwritten rules concerning how one is to conduct oneself as a faculty member. | 4.53 | 1 | 7% | 3.83 | 3.41 | 4.53 |
| My department/unit is a good fit for me. | 4.40 | 1 | 0% | 3.74 | 3.53 | 4.40 |
| My department/unit is a place where individual faculty may comfortably raise personal and/or family responsibilities when scheduling departmental/unit obligations. | 4.21 | 2 | 0% | 3.60 | 3.41 | 4.26 |
| I feel excluded from an informal network in my department/unit. | 2.31 | 2 | 56% | 2.53 | 2.08 | 3.24 |
| I have to work harder than some of my colleagues to be perceived as a legitimate scholar. | 2.67 | 3 | 47% | 2.91 | 2.54 | 3.60 |

CWRU Climate Survey – Physical Education and Athletics

Table 1: Overall Satisfaction

Scale: 1=very dissatisfied, 2=somewhat dissatisfied, 3=neither satisfied nor dissatisfied, 4=somewhat satisfied, 5=very satisfied

| | A | B | C | D | E | F |
|--|---------------------------|------------------------|--|---------------------|-----------------|-----------------|
| Overall Satisfaction Items | PE & A Average | PE & A Rank | % Dissatisfied PE & A Faculty | CWRU Average | CWRU Min | CWRU Max |
| Overall, how satisfied are you being a faculty member at Case Western Reserve University? | 3.60 | 7 | 30% | 3.54 | 3.26 | 4.19 |
| How satisfied are you with the resources CWRU provides to support your research and scholarship? | 3.40 | 6 | 10% | 3.13 | 2.56 | 4.00 |
| How satisfied are you with the resources CWRU provides to support your teaching? | 3.40 | 8 | 20% | 3.41 | 3.09 | 4.24 |
| Level of satisfaction with: | | | | | | |
| Salary | 2.89 | 9 | 56% | 3.17 | 2.74 | 4.00 |
| Start-up funds | 3.00 | 5 | 0% | 2.93 | 2.59 | 3.67 |
| Availability of nearby parking | 3.90 | 4 | 20% | 3.72 | 2.83 | 4.80 |
| Office space | 3.50 | 11 | 40% | 3.99 | 3.50 | 4.89 |
| Lab or research space | 3.33 | 7 | 0% | 3.39 | 2.89 | 5.00 |
| Classroom space | 2.88 | 11 | 50% | 3.72 | 2.88 | 4.54 |
| Library resources | 4.50 | 3 | 0% | 4.06 | 3.05 | 4.81 |
| Computer resources | 4.20 | 4 | 10% | 3.87 | 3.13 | 4.58 |
| Clerical and administrative staff | 3.67 | 4 | 33% | 3.44 | 3.10 | 4.36 |
| Technical and research staff | 3.33 | 10 | 33% | 3.69 | 3.24 | 4.73 |
| Computing support staff | 3.80 | 5 | 30% | 3.62 | 3.25 | 4.27 |
| Support for securing grants | 2.00 | 11 | 100% | 3.00 | 2.00 | 3.93 |
| Other resources to support research | 3.50 | 3 | 50% | 2.97 | 2.63 | 3.88 |
| Teaching responsibilities | 4.33 | 3 | 0% | 3.98 | 3.71 | 4.50 |
| Access to teaching assistants | 1.50 | 11 | 100% | 3.11 | 1.50 | 4.04 |
| Quality of graduate students | 2.00 | 11 | 100% | 3.59 | 2.00 | 4.21 |
| Time available for scholarly work | 2.75 | 11 | 75% | 3.08 | 2.75 | 3.53 |
| Committee and administrative responsibilities | 4.00 | 1 | 10% | 3.38 | 3.07 | 4.00 |

Table 2: Satisfaction with Department Chair

Scale: 1=strongly disagree, 2=somewhat disagree, 3=neither agree nor disagree, 4=somewhat agree, 5=strongly agree

| | A | B | C | D | E | F |
|--|---------------------------|------------------------|---|---------------------|-----------------|-----------------|
| My department chair: | PE & A Average | PE & A Rank | % PE & A Faculty Who Disagreed | CWRU Average | CWRU Min | CWRU Max |
| Maintains high academic standards | 3.70 | 10 | 20% | 4.01 | 3.00 | 4.58 |
| Is an effective administrator | 2.20 | 10 | 70% | 3.53 | 1.50 | 4.50 |
| Articulates clear criteria for tenure/promotion/evaluation | 2.00 | 10 | 80% | 3.43 | 1.50 | 4.00 |
| Shows commitment to diversity | 3.56 | 8 | 11% | 3.85 | 3.00 | 4.42 |
| Is open to constructive criticism | 1.60 | 11 | 90% | 3.49 | 1.60 | 4.15 |
| Treats faculty in an even-handed way | 2.10 | 11 | 70% | 3.61 | 2.10 | 5.00 |
| Honors agreements | 2.40 | 11 | 60% | 3.80 | 2.40 | 4.50 |
| Handles disputes/problems effectively | 2.80 | 10 | 50% | 3.36 | 1.50 | 4.11 |
| Communicates consistently with faculty | 1.80 | 10 | 80% | 3.34 | 1.00 | 3.96 |
| Gives me useful feedback about my performance | 2.00 | 10 | 90% | 3.38 | 1.50 | 4.00 |
| Involves me in relevant decision-making processes | 2.80 | 11 | 40% | 3.36 | 2.80 | 4.15 |
| Articulates clear criteria for allocation of resources | 1.70 | 10 | 90% | 3.06 | 1.00 | 3.83 |

Table 3: Satisfaction with Dean

Scale: 1=strongly disagree, 2=somewhat disagree, 3=neither agree nor disagree, 4=somewhat agree, 5=strongly agree

| | A | B | C | D | E | F |
|--|---------------------------|------------------------|---|---------------------|-----------------|-----------------|
| Leadership - Dean | PE & A Average | PE & A Rank | % PE & A Faculty Who Disagreed | CWRU Average | CWRU Min | CWRU Max |
| Maintains high academic standards | 4.33 | 2 | 0% | 4.07 | 3.43 | 4.41 |
| Is an effective administrator | 3.67 | 8 | 17% | 3.75 | 3.10 | 4.35 |
| Articulates clear criteria for tenure/promotion/evaluation | 2.67 | 11 | 50% | 3.64 | 2.67 | 4.59 |
| Shows commitment to diversity | 4.29 | 4 | 0% | 3.99 | 3.38 | 4.71 |
| Is open to constructive criticism | 3.60 | 6 | 20% | 3.37 | 2.44 | 4.24 |
| Treats faculty in an even-handed way | 3.71 | 6 | 14% | 3.47 | 2.65 | 4.05 |
| Articulates a clear vision | 3.33 | 7 | 17% | 3.51 | 2.80 | 4.82 |
| Honors agreements | 3.67 | 8 | 0% | 3.70 | 3.17 | 4.50 |
| Handles disputes/problems effectively | 3.00 | 10 | 33% | 3.37 | 2.80 | 4.29 |
| Communicates consistently with faculty | 3.14 | 9 | 29% | 3.46 | 2.74 | 4.35 |
| Articulates clear criteria for allocation of resources | 3.20 | 5 | 20% | 3.14 | 2.59 | 4.29 |

Table 4: Atmosphere of Primary Unit

Scale: 1=strongly disagree, 2=somewhat disagree, 3=neither agree nor disagree, 4=somewhat agree, 5=strongly agree

| | A | B | C | D | E | F |
|---|---------------------------|------------------------|---|---------------------|-----------------|-----------------|
| Atmosphere Items | PE & A Average | PE & A Rank | % PE & A Faculty Who Disagreed | CWRU Average | CWRU Min | CWRU Max |
| My colleagues value my research/scholarship. | 3.75 | 2 | 0% | 3.58 | 3.00 | 3.93 |
| I am satisfied with opportunities to collaborate with faculty in my primary department/school. | 3.90 | 2 | 20% | 3.43 | 3.00 | 3.90 |
| I am satisfied with opportunities to collaborate with faculty in other units at my institution. | 3.67 | 3 | 11% | 3.52 | 3.11 | 4.15 |
| Interdisciplinary research is recognized and rewarded by my department/unit. | 2.50 | 11 | 50% | 3.31 | 2.50 | 3.73 |
| I have a voice in the decision-making that affects the direction of my department/unit. | 2.40 | 11 | 60% | 3.18 | 2.40 | 4.13 |
| My chair/director/dean creates a collegial and supportive environment. | 1.90 | 11 | 80% | 3.47 | 1.90 | 4.12 |
| My chair/director/dean helps me obtain the resources I need. | 2.30 | 11 | 60% | 3.26 | 2.30 | 3.92 |
| I can navigate the unwritten rules concerning how one is to conduct oneself as a faculty member. | 3.67 | 10 | 22% | 3.83 | 3.41 | 4.53 |
| My department/unit is a good fit for me. | 4.40 | 1 | 0% | 3.74 | 3.53 | 4.40 |
| My department/unit is a place where individual faculty may comfortably raise personal and/or family responsibilities when scheduling departmental/unit obligations. | 3.60 | 6 | 20% | 3.60 | 3.41 | 4.26 |
| I feel excluded from an informal network in my department/unit. | 2.40 | 5 | 50% | 2.53 | 2.08 | 3.24 |
| I have to work harder than some of my colleagues to be perceived as a legitimate scholar. | 3.50 | 10 | 17% | 2.91 | 2.54 | 3.60 |

CWRU Climate Survey – School of Dental Medicine

Table 1: Overall Satisfaction

Scale: 1=very dissatisfied, 2=somewhat dissatisfied, 3=neither satisfied nor dissatisfied, 4=somewhat satisfied, 5=very satisfied

| | A | B | C | D | E | F |
|--|--------------|-----------|-----------------------------|--------------|----------|----------|
| Overall Satisfaction Items | DENT Average | DENT Rank | % Dissatisfied DENT Faculty | CWRU Average | CWRU Min | CWRU Max |
| Overall, how satisfied are you being a faculty member at Case Western Reserve University? | 4.06 | 2 | 11% | 3.54 | 3.26 | 4.19 |
| How satisfied are you with the resources CWRU provides to support your research and scholarship? | 3.88 | 2 | 12% | 3.13 | 2.56 | 4.00 |
| How satisfied are you with the resources CWRU provides to support your teaching? | 4.24 | 1 | 6% | 3.41 | 3.09 | 4.24 |
| Level of satisfaction with: | | | | | | |
| Salary | 3.76 | 2 | 24% | 3.17 | 2.74 | 4.00 |
| Start-up funds | 2.67 | 10 | 44% | 2.93 | 2.59 | 3.67 |
| Availability of nearby parking | 2.83 | 11 | 50% | 3.72 | 2.83 | 4.80 |
| Office space | 4.00 | 6 | 13% | 3.99 | 3.50 | 4.89 |
| Lab or research space | 3.36 | 6 | 27% | 3.39 | 2.89 | 5.00 |
| Classroom space | 3.82 | 7 | 24% | 3.72 | 2.88 | 4.54 |
| Library resources | 4.39 | 5 | 0% | 4.06 | 3.05 | 4.81 |
| Computer resources | 3.83 | 8 | 22% | 3.87 | 3.13 | 4.58 |
| Clerical and administrative staff | 3.24 | 10 | 35% | 3.44 | 3.10 | 4.36 |
| Technical and research staff | 3.60 | 6 | 13% | 3.69 | 3.24 | 4.73 |
| Computing support staff | 3.27 | 9 | 33% | 3.62 | 3.25 | 4.27 |
| Support for securing grants | 3.42 | 3 | 17% | 3.00 | 2.00 | 3.93 |
| Other resources to support research | 2.82 | 9 | 27% | 2.97 | 2.63 | 3.88 |
| Teaching responsibilities | 4.41 | 2 | 6% | 3.98 | 3.71 | 4.50 |
| Access to teaching assistants | 2.88 | 8 | 50% | 3.11 | 1.50 | 4.04 |
| Quality of graduate students | 3.20 | 9 | 50% | 3.59 | 2.00 | 4.21 |
| Time available for scholarly work | 3.43 | 3 | 14% | 3.08 | 2.75 | 3.53 |
| Committee and administrative responsibilities | 3.81 | 2 | 0% | 3.38 | 3.07 | 4.00 |

Table 2: Satisfaction with Department Chair

Scale: 1=strongly disagree, 2=somewhat disagree, 3=neither agree nor disagree, 4=somewhat agree, 5=strongly agree

| | A | B | C | D | E | F |
|--|---------------------|------------------|-------------------------------------|---------------------|-----------------|-----------------|
| My department chair: | DENT Average | DENT Rank | % DENT Faculty Who Disagreed | CWRU Average | CWRU Min | CWRU Max |
| Maintains high academic standards | 4.18 | 4 | 18% | 4.01 | 3.00 | 4.58 |
| Is an effective administrator | 3.71 | 5 | 29% | 3.53 | 1.50 | 4.50 |
| Articulates clear criteria for tenure/promotion/evaluation | 3.73 | 4 | 20% | 3.43 | 1.50 | 4.00 |
| Shows commitment to diversity | 4.14 | 3 | 14% | 3.85 | 3.00 | 4.42 |
| Is open to constructive criticism | 4.06 | 3 | 12% | 3.49 | 1.60 | 4.15 |
| Treats faculty in an even-handed way | 3.82 | 5 | 24% | 3.61 | 2.10 | 5.00 |
| Honors agreements | 4.00 | 5 | 12% | 3.80 | 2.40 | 4.50 |
| Handles disputes/problems effectively | 3.59 | 3 | 29% | 3.36 | 1.50 | 4.11 |
| Communicates consistently with faculty | 3.69 | 4 | 31% | 3.34 | 1.00 | 3.96 |
| Gives me useful feedback about my performance | 3.21 | 8 | 36% | 3.38 | 1.50 | 4.00 |
| Involves me in relevant decision-making processes | 3.63 | 4 | 31% | 3.36 | 2.80 | 4.15 |
| Articulates clear criteria for allocation of resources | 3.27 | 5 | 40% | 3.06 | 1.00 | 3.83 |

Table 3: Satisfaction with Dean

Scale: 1=strongly disagree, 2=somewhat disagree, 3=neither agree nor disagree, 4=somewhat agree, 5=strongly agree

| | A | B | C | D | E | F |
|--|---------------------|------------------|---------------------------------|---------------------|-----------------|-----------------|
| My dean: | DENT Average | DENT Rank | % DENT Faculty Disagreed | CWRU Average | CWRU Min | CWRU Max |
| Maintains high academic standards | 4.41 | 1 | 6% | 4.07 | 3.43 | 4.41 |
| Is an effective administrator | 4.35 | 1 | 12% | 3.75 | 3.10 | 4.35 |
| Articulates clear criteria for tenure/promotion/evaluation | 4.59 | 1 | 6% | 3.64 | 2.67 | 4.59 |
| Shows commitment to diversity | 4.71 | 1 | 0% | 3.99 | 3.38 | 4.71 |
| Is open to constructive criticism | 4.24 | 1 | 6% | 3.37 | 2.44 | 4.24 |
| Treats faculty in an even-handed way | 3.59 | 7 | 29% | 3.47 | 2.65 | 4.05 |
| Articulates a clear vision | 4.82 | 1 | 0% | 3.51 | 2.80 | 4.82 |
| Honors agreements | 4.29 | 2 | 12% | 3.70 | 3.17 | 4.50 |
| Handles disputes/problems effectively | 4.29 | 1 | 6% | 3.37 | 2.80 | 4.29 |
| Communicates consistently with faculty | 4.35 | 1 | 6% | 3.46 | 2.74 | 4.35 |
| Articulates clear criteria for allocation of resources | 4.29 | 1 | 12% | 3.14 | 2.59 | 4.29 |

Table 4: Atmosphere of Primary Unit

Scale: 1=strongly disagree, 2=somewhat disagree, 3=neither agree nor disagree, 4=somewhat agree, 5=strongly agree

| | A | B | C | D | E | F |
|---|---------------------|------------------|-------------------------------------|---------------------|-----------------|-----------------|
| Atmosphere Items | DENT Average | DENT Rank | % DENT Faculty Who Disagreed | CWRU Average | CWRU Min | CWRU Max |
| My colleagues value my research/scholarship. | 3.33 | 9 | 25% | 3.58 | 3.00 | 3.93 |
| I am satisfied with opportunities to collaborate with faculty in my primary department/school. | 3.47 | 7 | 29% | 3.43 | 3.00 | 3.90 |
| I am satisfied with opportunities to collaborate with faculty in other units at my institution. | 3.64 | 4 | 7% | 3.52 | 3.11 | 4.15 |
| Interdisciplinary research is recognized and rewarded by my department/unit. | 3.17 | 9 | 25% | 3.31 | 2.50 | 3.73 |
| I have a voice in the decision-making that affects the direction of my department/unit. | 3.06 | 7 | 50% | 3.18 | 2.40 | 4.13 |
| My chair/director/dean creates a collegial and supportive environment. | 3.50 | 7 | 28% | 3.47 | 1.90 | 4.12 |
| My chair/director/dean helps me obtain the resources I need. | 3.56 | 4 | 31% | 3.26 | 2.30 | 3.92 |
| I can navigate the unwritten rules concerning how one is to conduct oneself as a faculty member. | 4.06 | 3 | 6% | 3.83 | 3.41 | 4.53 |
| My department/unit is a good fit for me. | 4.17 | 4 | 11% | 3.74 | 3.53 | 4.40 |
| My department/unit is a place where individual faculty may comfortably raise personal and/or family responsibilities when scheduling departmental/unit obligations. | 4.11 | 3 | 6% | 3.60 | 3.41 | 4.26 |
| I feel excluded from an informal network in my department/unit. | 2.53 | 6 | 47% | 2.53 | 2.08 | 3.24 |
| I have to work harder than some of my colleagues to be perceived as a legitimate scholar. | 2.87 | 6 | 33% | 2.91 | 2.54 | 3.60 |

CWRU Climate Survey – School of Law

Table 1: Overall Satisfaction

Scale: 1=very dissatisfied, 2=somewhat dissatisfied, 3=neither satisfied nor dissatisfied, 4=somewhat satisfied, 5=very satisfied

| | A | B | C | D | E | F |
|--|-------------|----------|----------------------------|--------------|----------|----------|
| Overall Satisfaction Items | LAW Average | LAW Rank | % Dissatisfied LAW Faculty | CWRU Average | CWRU Min | CWRU Max |
| Overall, how satisfied are you being a faculty member at Case Western Reserve University? | 3.82 | 4 | 27% | 3.54 | 3.26 | 4.19 |
| How satisfied are you with the resources CWRU provides to support your research and scholarship? | 4.00 | 1 | 10% | 3.13 | 2.56 | 4.00 |
| How satisfied are you with the resources CWRU provides to support your teaching? | 4.23 | 2 | 9% | 3.41 | 3.09 | 4.24 |
| Level of satisfaction with: | | | | | | |
| Salary | 4.00 | 1 | 14% | 3.17 | 2.74 | 4.00 |
| Start-up funds | 3.67 | 1 | 0% | 2.93 | 2.59 | 3.67 |
| Availability of nearby parking | 3.55 | 9 | 32% | 3.72 | 2.83 | 4.80 |
| Office space | 4.05 | 5 | 18% | 3.99 | 3.50 | 4.89 |
| Lab or research space | 5.00 | 1 | 0% | 3.39 | 2.89 | 5.00 |
| Classroom space | 3.86 | 5 | 18% | 3.72 | 2.88 | 4.54 |
| Library resources | 4.33 | 6 | 10% | 4.06 | 3.05 | 4.81 |
| Computer resources | 4.41 | 2 | 5% | 3.87 | 3.13 | 4.58 |
| Clerical and administrative staff | 4.36 | 1 | 0% | 3.44 | 3.10 | 4.36 |
| Technical and research staff | 4.73 | 1 | 0% | 3.69 | 3.24 | 4.73 |
| Computing support staff | 4.27 | 1 | 9% | 3.62 | 3.25 | 4.27 |
| Support for securing grants | 3.00 | 6 | 38% | 3.00 | 2.00 | 3.93 |
| Other resources to support research | 3.88 | 1 | 18% | 2.97 | 2.63 | 3.88 |
| Teaching responsibilities | 4.50 | 1 | 5% | 3.98 | 3.71 | 4.50 |
| Access to teaching assistants | 3.82 | 2 | 18% | 3.11 | 1.50 | 4.04 |
| Quality of graduate students | 4.21 | 1 | 0% | 3.59 | 2.00 | 4.21 |
| Time available for scholarly work | 3.53 | 1 | 21% | 3.08 | 2.75 | 3.53 |
| Committee and administrative responsibilities | 3.41 | 6 | 32% | 3.38 | 3.07 | 4.00 |

Table 2: Satisfaction with Department Chair

Scale: 1=strongly disagree, 2=somewhat disagree, 3=neither agree nor disagree, 4=somewhat agree, 5=strongly agree

| | A | B | C | D | E | F |
|--|--------------------|-----------------|------------------------------------|---------------------|-----------------|-----------------|
| My department chair: | LAW Average | LAW Rank | % LAW Faculty Who Disagreed | CWRU Average | CWRU Min | CWRU Max |
| Maintains high academic standards | 3.00 | 11 | 50% | 4.01 | 3.00 | 4.58 |
| Is an effective administrator | 1.50 | 11 | 100% | 3.53 | 1.50 | 4.50 |
| Articulates clear criteria for tenure/promotion/evaluation | 1.50 | 11 | 100% | 3.43 | 1.50 | 4.00 |
| Shows commitment to diversity | 3.00 | 11 | 0% | 3.85 | 3.00 | 4.42 |
| Is open to constructive criticism | 2.50 | 10 | 50% | 3.49 | 1.60 | 4.15 |
| Treats faculty in an even-handed way | 2.50 | 10 | 50% | 3.61 | 2.10 | 5.00 |
| Honors agreements | 2.50 | 10 | 50% | 3.80 | 2.40 | 4.50 |
| Handles disputes/problems effectively | 1.50 | 11 | 100% | 3.36 | 1.50 | 4.11 |
| Communicates consistently with faculty | 1.00 | 11 | 100% | 3.34 | 1.00 | 3.96 |
| Gives me useful feedback about my performance | 1.50 | 11 | 100% | 3.38 | 1.50 | 4.00 |
| Involves me in relevant decision-making processes | 3.00 | 9 | 50% | 3.36 | 2.80 | 4.15 |
| Articulates clear criteria for allocation of resources | 1.00 | 11 | 100% | 3.06 | 1.00 | 3.83 |

Table 3: Satisfaction with Dean

Scale: 1=strongly disagree, 2=somewhat disagree, 3=neither agree nor disagree, 4=somewhat agree, 5=strongly agree

| | A | B | C | D | E | F |
|--|--------------------|-----------------|------------------------------------|---------------------|-----------------|-----------------|
| My dean: | LAW Average | LAW Rank | % LAW Faculty Who Disagreed | CWRU Average | CWRU Min | CWRU Max |
| Maintains high academic standards | 3.43 | 11 | 19% | 4.07 | 3.43 | 4.41 |
| Is an effective administrator | 4.05 | 4 | 14% | 3.75 | 3.10 | 4.35 |
| Articulates clear criteria for tenure/promotion/evaluation | 2.86 | 10 | 38% | 3.64 | 2.67 | 4.59 |
| Shows commitment to diversity | 3.73 | 9 | 27% | 3.99 | 3.38 | 4.71 |
| Is open to constructive criticism | 3.59 | 7 | 27% | 3.37 | 2.44 | 4.24 |
| Treats faculty in an even-handed way | 3.73 | 5 | 27% | 3.47 | 2.65 | 4.05 |
| Articulates a clear vision | 3.27 | 8 | 32% | 3.51 | 2.80 | 4.82 |
| Honors agreements | 4.09 | 3 | 9% | 3.70 | 3.17 | 4.50 |
| Handles disputes/problems effectively | 3.77 | 4 | 18% | 3.37 | 2.80 | 4.29 |
| Communicates consistently with faculty | 3.36 | 7 | 41% | 3.46 | 2.74 | 4.35 |
| Articulates clear criteria for allocation of resources | 3.19 | 6 | 38% | 3.14 | 2.59 | 4.29 |

Table 4: Atmosphere of Primary Unit

Scale: 1=strongly disagree, 2=somewhat disagree, 3=neither agree nor disagree, 4=somewhat agree, 5=strongly agree

| | A | B | C | D | E | F |
|---|--------------------|-----------------|------------------------------------|---------------------|-----------------|-----------------|
| Atmosphere Items | LAW Average | LAW Rank | % LAW Faculty Who Disagreed | CWRU Average | CWRU Min | CWRU Max |
| My colleagues value my research/scholarship. | 3.00 | 11 | 38% | 3.58 | 3.00 | 3.93 |
| I am satisfied with opportunities to collaborate with faculty in my primary department/school. | 3.05 | 10 | 36% | 3.43 | 3.00 | 3.90 |
| I am satisfied with opportunities to collaborate with faculty in other units at my institution. | 3.24 | 8 | 19% | 3.52 | 3.11 | 4.15 |
| Interdisciplinary research is recognized and rewarded by my department/unit. | 3.05 | 10 | 33% | 3.31 | 2.50 | 3.73 |
| I have a voice in the decision-making that affects the direction of my department/unit. | 3.14 | 6 | 36% | 3.18 | 2.40 | 4.13 |
| My chair/director/dean creates a collegial and supportive environment. | 3.38 | 8 | 24% | 3.47 | 1.90 | 4.12 |
| My chair/director/dean helps me obtain the resources I need. | 3.55 | 5 | 14% | 3.26 | 2.30 | 3.92 |
| I can navigate the unwritten rules concerning how one is to conduct oneself as a faculty member. | 3.41 | 11 | 27% | 3.83 | 3.41 | 4.53 |
| My department/unit is a good fit for me. | 3.67 | 9 | 24% | 3.74 | 3.53 | 4.40 |
| My department/unit is a place where individual faculty may comfortably raise personal and/or family responsibilities when scheduling departmental/unit obligations. | 3.50 | 10 | 23% | 3.60 | 3.41 | 4.26 |
| I feel excluded from an informal network in my department/unit. | 3.24 | 11 | 33% | 2.53 | 2.08 | 3.24 |
| I have to work harder than some of my colleagues to be perceived as a legitimate scholar. | 3.60 | 11 | 15% | 2.91 | 2.54 | 3.60 |

CWRU Climate Survey – School of Medicine: Basic Science

Table 1: Overall Satisfaction

Scale: 1=very dissatisfied, 2=somewhat dissatisfied, 3=neither satisfied nor dissatisfied, 4=somewhat satisfied, 5=very satisfied

| | A | B | C | D | E | F |
|--|-------------------------------------|----------------------------------|--|---------------------|-----------------|-----------------|
| Overall Satisfaction Items | Med - Basic Sciences Average | Med - Basic Sciences Rank | % Dissatisfied Med - Basic Sciences Faculty | CWRU Average | CWRU Min | CWRU Max |
| Overall, how satisfied are you being a faculty member at Case Western Reserve University? | 3.26 | 11 | 34% | 3.54 | 3.26 | 4.19 |
| How satisfied are you with the resources CWRU provides to support your research and scholarship? | 2.86 | 10 | 43% | 3.13 | 2.56 | 4.00 |
| How satisfied are you with the resources CWRU provides to support your teaching? | 3.09 | 11 | 27% | 3.41 | 3.09 | 4.24 |
| Level of satisfaction with: | | | | | | |
| Salary | 3.21 | 6 | 36% | 3.17 | 2.74 | 4.00 |
| Start-up funds | 2.69 | 9 | 49% | 2.93 | 2.59 | 3.67 |
| Availability of nearby parking | 3.86 | 5 | 18% | 3.72 | 2.83 | 4.80 |
| Office space | 4.05 | 4 | 15% | 3.99 | 3.50 | 4.89 |
| Lab or research space | 3.64 | 3 | 24% | 3.39 | 2.89 | 5.00 |
| Classroom space | 3.60 | 8 | 21% | 3.72 | 2.88 | 4.54 |
| Library resources | 4.21 | 8 | 10% | 4.06 | 3.05 | 4.81 |
| Computer resources | 3.88 | 7 | 15% | 3.87 | 3.13 | 4.58 |
| Clerical and administrative staff | 3.32 | 8 | 33% | 3.44 | 3.10 | 4.36 |
| Technical and research staff | 3.88 | 2 | 17% | 3.69 | 3.24 | 4.73 |
| Computing support staff | 3.58 | 7 | 23% | 3.62 | 3.25 | 4.27 |
| Support for securing grants | 2.99 | 7 | 43% | 3.00 | 2.00 | 3.93 |
| Other resources to support research | 2.92 | 6 | 41% | 2.97 | 2.63 | 3.88 |
| Teaching responsibilities | 3.83 | 10 | 8% | 3.98 | 3.71 | 4.50 |
| Access to teaching assistants | 2.61 | 9 | 42% | 3.11 | 1.50 | 4.04 |
| Quality of graduate students | 3.41 | 7 | 24% | 3.59 | 2.00 | 4.21 |
| Time available for scholarly work | 3.26 | 4 | 31% | 3.08 | 2.75 | 3.53 |
| Committee and administrative responsibilities | 3.49 | 4 | 19% | 3.38 | 3.07 | 4.00 |

Table 2: Satisfaction with Department Chair

Scale: 1=strongly disagree, 2=somewhat disagree, 3=neither agree nor disagree, 4=somewhat agree, 5=strongly agree

| | A | B | C | D | E | F |
|--|-------------------------------------|----------------------------------|---|---------------------|-----------------|-----------------|
| My department chair: | Med - Basic Sciences Average | Med - Basic Sciences Rank | % Med - Basic Sciences Faculty Who Disagreed | CWRU Average | CWRU Min | CWRU Max |
| Maintains high academic standards | 4.08 | 5 | 13% | 4.01 | 3.00 | 4.58 |
| Is an effective administrator | 3.08 | 9 | 40% | 3.53 | 1.50 | 4.50 |
| Articulates clear criteria for tenure/promotion/evaluation | 3.38 | 7 | 30% | 3.43 | 1.50 | 4.00 |
| Shows commitment to diversity | 3.42 | 10 | 20% | 3.85 | 3.00 | 4.42 |
| Is open to constructive criticism | 3.06 | 9 | 33% | 3.49 | 1.60 | 4.15 |
| Treats faculty in an even-handed way | 3.25 | 9 | 36% | 3.61 | 2.10 | 5.00 |
| Honors agreements | 3.62 | 8 | 21% | 3.80 | 2.40 | 4.50 |
| Handles disputes/problems effectively | 2.91 | 9 | 41% | 3.36 | 1.50 | 4.11 |
| Communicates consistently with faculty | 2.83 | 9 | 46% | 3.34 | 1.00 | 3.96 |
| Gives me useful feedback about my performance | 3.21 | 9 | 34% | 3.38 | 1.50 | 4.00 |
| Involves me in relevant decision-making processes | 2.89 | 10 | 45% | 3.36 | 2.80 | 4.15 |
| Articulates clear criteria for allocation of resources | 2.80 | 9 | 48% | 3.06 | 1.00 | 3.83 |

Table 3: Satisfaction with Dean

Scale: 1=strongly disagree, 2=somewhat disagree, 3=neither agree nor disagree, 4=somewhat agree, 5=strongly agree

| | A | B | C | D | E | F |
|--|-------------------------------|----------------------------|---|---------------------|-----------------|-----------------|
| Leadership - Dean | Basic Sciences Average | Basic Sciences Rank | % Basic Sciences Faculty Who Disagreed | CWRU Average | CWRU Min | CWRU Max |
| Maintains high academic standards | 3.86 | 9 | 19% | 4.07 | 3.43 | 4.41 |
| Is an effective administrator | 3.31 | 10 | 30% | 3.75 | 3.10 | 4.35 |
| Articulates clear criteria for tenure/promotion/evaluation | 3.45 | 8 | 20% | 3.64 | 2.67 | 4.59 |
| Shows commitment to diversity | 3.38 | 11 | 14% | 3.99 | 3.38 | 4.71 |
| Is open to constructive criticism | 2.44 | 11 | 52% | 3.37 | 2.44 | 4.24 |
| Treats faculty in an even-handed way | 2.65 | 11 | 46% | 3.47 | 2.65 | 4.05 |
| Articulates a clear vision | 3.08 | 9 | 33% | 3.51 | 2.80 | 4.82 |
| Honors agreements | 3.17 | 11 | 22% | 3.70 | 3.17 | 4.50 |
| Handles disputes/problems effectively | 2.80 | 11 | 32% | 3.37 | 2.80 | 4.29 |
| Communicates consistently with faculty | 2.74 | 11 | 42% | 3.46 | 2.74 | 4.35 |
| Articulates clear criteria for allocation of resources | 2.59 | 11 | 46% | 3.14 | 2.59 | 4.29 |

Table 4: Atmosphere of Primary Unit

Scale: 1=strongly disagree, 2=somewhat disagree, 3=neither agree nor disagree, 4=somewhat agree, 5=strongly agree

| | A | B | C | D | E | F |
|---|-------------------------------------|----------------------------------|---|---------------------|-----------------|-----------------|
| Atmosphere Items | Med - Basic Sciences Average | Med - Basic Sciences Rank | % Med - Basic Sciences Faculty Who Disagreed | CWRU Average | CWRU Min | CWRU Max |
| My colleagues value my research/scholarship. | 3.71 | 4 | 19% | 3.58 | 3.00 | 3.93 |
| I am satisfied with opportunities to collaborate with faculty in my primary department/school. | 3.61 | 5 | 23% | 3.43 | 3.00 | 3.90 |
| I am satisfied with opportunities to collaborate with faculty in other units at my institution. | 3.78 | 2 | 15% | 3.52 | 3.11 | 4.15 |
| Interdisciplinary research is recognized and rewarded by my department/unit. | 3.52 | 2 | 26% | 3.31 | 2.50 | 3.73 |
| I have a voice in the decision-making that affects the direction of my department/unit. | 2.75 | 10 | 49% | 3.18 | 2.40 | 4.13 |
| My chair/director/dean creates a collegial and supportive environment. | 2.85 | 10 | 48% | 3.47 | 1.90 | 4.12 |
| My chair/director/dean helps me obtain the resources I need. | 2.85 | 10 | 48% | 3.26 | 2.30 | 3.92 |
| I can navigate the unwritten rules concerning how one is to conduct oneself as a faculty member. | 3.78 | 8 | 16% | 3.83 | 3.41 | 4.53 |
| My department/unit is a good fit for me. | 3.73 | 8 | 18% | 3.74 | 3.53 | 4.40 |
| My department/unit is a place where individual faculty may comfortably raise personal and/or family responsibilities when scheduling departmental/unit obligations. | 3.54 | 8 | 25% | 3.60 | 3.41 | 4.26 |
| I feel excluded from an informal network in my department/unit. | 2.60 | 8 | 51% | 2.53 | 2.08 | 3.24 |
| I have to work harder than some of my colleagues to be perceived as a legitimate scholar. | 2.92 | 8 | 38% | 2.91 | 2.54 | 3.60 |

CWRU Climate Survey – School of Medicine: Clinical

Table 1: Overall Satisfaction

Scale: 1=very dissatisfied, 2=somewhat dissatisfied, 3=neither satisfied nor dissatisfied, 4=somewhat satisfied, 5=very satisfied

| | A | B | C | D | E | F |
|--|------------------------|---------------------|---------------------------------------|--------------|----------|----------|
| Overall Satisfaction Items | Med - Clinical Average | Med - Clinical Rank | % Dissatisfied Med - Clinical Faculty | CWRU Average | CWRU Min | CWRU Max |
| Overall, how satisfied are you being a faculty member at Case Western Reserve University? | 3.44 | 10 | 25% | 3.54 | 3.26 | 4.19 |
| How satisfied are you with the resources CWRU provides to support your research and scholarship? | 3.07 | 8 | 35% | 3.13 | 2.56 | 4.00 |
| How satisfied are you with the resources CWRU provides to support your teaching? | 3.12 | 10 | 25% | 3.41 | 3.09 | 4.24 |
| Level of satisfaction with: | | | | | | |
| Salary | 3.29 | 5 | 34% | 3.17 | 2.74 | 4.00 |
| Start-up funds | 2.84 | 8 | 47% | 2.93 | 2.59 | 3.67 |
| Availability of nearby parking | 3.62 | 8 | 25% | 3.72 | 2.83 | 4.80 |
| Office space | 3.87 | 9 | 16% | 3.99 | 3.50 | 4.89 |
| Lab or research space | 3.40 | 5 | 28% | 3.39 | 2.89 | 5.00 |
| Classroom space | 3.88 | 4 | 9% | 3.72 | 2.88 | 4.54 |
| Library resources | 4.25 | 7 | 8% | 4.06 | 3.05 | 4.81 |
| Computer resources | 3.82 | 9 | 16% | 3.87 | 3.13 | 4.58 |
| Clerical and administrative staff | 3.31 | 9 | 33% | 3.44 | 3.10 | 4.36 |
| Technical and research staff | 3.79 | 4 | 15% | 3.69 | 3.24 | 4.73 |
| Computing support staff | 3.61 | 6 | 18% | 3.62 | 3.25 | 4.27 |
| Support for securing grants | 2.81 | 9 | 42% | 3.00 | 2.00 | 3.93 |
| Other resources to support research | 2.90 | 8 | 35% | 2.97 | 2.63 | 3.88 |
| Teaching responsibilities | 3.97 | 8 | 8% | 3.98 | 3.71 | 4.50 |
| Access to teaching assistants | 3.12 | 5 | 22% | 3.11 | 1.50 | 4.04 |
| Quality of graduate students | 3.81 | 5 | 13% | 3.59 | 2.00 | 4.21 |
| Time available for scholarly work | 2.97 | 8 | 39% | 3.08 | 2.75 | 3.53 |
| Committee and administrative responsibilities | 3.51 | 3 | 15% | 3.38 | 3.07 | 4.00 |

Table 2: Satisfaction with Department Chair

Scale: 1=strongly disagree, 2=somewhat disagree, 3=neither agree nor disagree, 4=somewhat agree, 5=strongly agree

| | A | B | C | D | E | F |
|--|-------------------------------|----------------------------|---|---------------------|-----------------|-----------------|
| My department chair: | Med - Clinical Average | Med - Clinical Rank | % Med - Clinical Faculty Who Disagreed | CWRU Average | CWRU Min | CWRU Max |
| Maintains high academic standards | 3.94 | 7 | 14% | 4.01 | 3.00 | 4.58 |
| Is an effective administrator | 3.66 | 6 | 23% | 3.53 | 1.50 | 4.50 |
| Articulates clear criteria for tenure/promotion/evaluation | 3.24 | 8 | 30% | 3.43 | 1.50 | 4.00 |
| Shows commitment to diversity | 3.72 | 7 | 13% | 3.85 | 3.00 | 4.42 |
| Is open to constructive criticism | 3.40 | 7 | 25% | 3.49 | 1.60 | 4.15 |
| Treats faculty in an even-handed way | 3.47 | 7 | 26% | 3.61 | 2.10 | 5.00 |
| Honors agreements | 3.63 | 7 | 19% | 3.80 | 2.40 | 4.50 |
| Handles disputes/problems effectively | 3.33 | 6 | 24% | 3.36 | 1.50 | 4.11 |
| Communicates consistently with faculty | 3.37 | 7 | 30% | 3.34 | 1.00 | 3.96 |
| Gives me useful feedback about my performance | 3.26 | 7 | 33% | 3.38 | 1.50 | 4.00 |
| Involves me in relevant decision-making processes | 3.12 | 8 | 38% | 3.36 | 2.80 | 4.15 |
| Articulates clear criteria for allocation of resources | 2.97 | 7 | 38% | 3.06 | 1.00 | 3.83 |

Table 3: Satisfaction with Dean

Scale: 1=strongly disagree, 2=somewhat disagree, 3=neither agree nor disagree, 4=somewhat agree, 5=strongly agree

| | A | B | C | D | E | F |
|--|-------------------------------|----------------------------|---|---------------------|-----------------|-----------------|
| Leadership - Dean | Med - Clinical Average | Med - Clinical Rank | % Med - Clinical Faculty Who Disagreed | CWRU Average | CWRU Min | CWRU Max |
| Maintains high academic standards | 4.28 | 4 | 2% | 4.07 | 3.43 | 4.41 |
| Is an effective administrator | 3.90 | 5 | 6% | 3.75 | 3.10 | 4.35 |
| Articulates clear criteria for tenure/promotion/evaluation | 3.52 | 6 | 15% | 3.64 | 2.67 | 4.59 |
| Shows commitment to diversity | 3.90 | 8 | 3% | 3.99 | 3.38 | 4.71 |
| Is open to constructive criticism | 3.25 | 9 | 17% | 3.37 | 2.44 | 4.24 |
| Treats faculty in an even-handed way | 3.42 | 9 | 15% | 3.47 | 2.65 | 4.05 |
| Articulates a clear vision | 3.66 | 4 | 13% | 3.51 | 2.80 | 4.82 |
| Honors agreements | 3.58 | 10 | 7% | 3.70 | 3.17 | 4.50 |
| Handles disputes/problems effectively | 3.38 | 7 | 10% | 3.37 | 2.80 | 4.29 |
| Communicates consistently with faculty | 3.52 | 5 | 16% | 3.46 | 2.74 | 4.35 |
| Articulates clear criteria for allocation of resources | 3.17 | 7 | 22% | 3.14 | 2.59 | 4.29 |

Table 4: Atmosphere of Primary Unit

Scale: 1=strongly disagree, 2=somewhat disagree, 3=neither agree nor disagree, 4=somewhat agree, 5=strongly agree

| | A | B | C | D | E | F |
|---|-------------------------------|----------------------------|--|---------------------|-----------------|-----------------|
| Atmosphere Items | Med - Clinical Average | Med - Clinical Rank | % of Med - Clinical Faculty Who Disagreed | CWRU Average | CWRU Min | CWRU Max |
| My colleagues value my research/scholarship. | 3.67 | 5 | 22% | 3.58 | 3.00 | 3.93 |
| I am satisfied with opportunities to collaborate with faculty in my primary department/school. | 3.51 | 6 | 25% | 3.43 | 3.00 | 3.90 |
| I am satisfied with opportunities to collaborate with faculty in other units at my institution. | 3.59 | 5 | 23% | 3.52 | 3.11 | 4.15 |
| Interdisciplinary research is recognized and rewarded by my department/unit. | 3.17 | 8 | 35% | 3.31 | 2.50 | 3.73 |
| I have a voice in the decision-making that affects the direction of my department/unit. | 3.01 | 8 | 39% | 3.18 | 2.40 | 4.13 |
| My chair/director/dean creates a collegial and supportive environment. | 3.37 | 9 | 32% | 3.47 | 1.90 | 4.12 |
| My chair/director/dean helps me obtain the resources I need. | 3.14 | 8 | 35% | 3.26 | 2.30 | 3.92 |
| I can navigate the unwritten rules concerning how one is to conduct oneself as a faculty member. | 3.79 | 7 | 12% | 3.83 | 3.41 | 4.53 |
| My department/unit is a good fit for me. | 3.53 | 10 | 25% | 3.74 | 3.53 | 4.40 |
| My department/unit is a place where individual faculty may comfortably raise personal and/or family responsibilities when scheduling departmental/unit obligations. | 3.41 | 11 | 29% | 3.60 | 3.41 | 4.26 |
| I feel excluded from an informal network in my department/unit. | 2.60 | 9 | 48% | 2.53 | 2.08 | 3.24 |
| I have to work harder than some of my colleagues to be perceived as a legitimate scholar. | 2.89 | 7 | 36% | 2.91 | 2.54 | 3.60 |

CWRU Climate Survey – Weatherhead School of Management

Table 1: Overall Satisfaction

Scale: 1=very dissatisfied, 2=somewhat dissatisfied, 3=neither satisfied nor dissatisfied, 4=somewhat satisfied, 5=very satisfied

| | A | B | C | D | E | F |
|--|---------------------|------------------|------------------------------------|---------------------|-----------------|-----------------|
| Overall Satisfaction Items | WSOM Average | WSOM Rank | % Dissatisfied WSOM Faculty | CWRU Average | CWRU Min | CWRU Max |
| Overall, how satisfied are you being a faculty member at Case Western Reserve University? | 3.74 | 5 | 22% | 3.54 | 3.26 | 4.19 |
| How satisfied are you with the resources CWRU provides to support your research and scholarship? | 3.50 | 4 | 31% | 3.13 | 2.56 | 4.00 |
| How satisfied are you with the resources CWRU provides to support your teaching? | 4.07 | 4 | 7% | 3.41 | 3.09 | 4.24 |
| Level of satisfaction with: | | | | | | |
| Salary | 3.59 | 3 | 30% | 3.17 | 2.74 | 4.00 |
| Start-up funds | 3.07 | 4 | 21% | 2.93 | 2.59 | 3.67 |
| Availability of nearby parking | 4.41 | 2 | 7% | 3.72 | 2.83 | 4.80 |
| Office space | 4.89 | 1 | 0% | 3.99 | 3.50 | 4.89 |
| Lab or research space | 4.40 | 2 | 0% | 3.39 | 2.89 | 5.00 |
| Classroom space | 4.54 | 1 | 0% | 3.72 | 2.88 | 4.54 |
| Library resources | 4.63 | 2 | 4% | 4.06 | 3.05 | 4.81 |
| Computer resources | 4.58 | 1 | 0% | 3.87 | 3.13 | 4.58 |
| Clerical and administrative staff | 4.15 | 2 | 11% | 3.44 | 3.10 | 4.36 |
| Technical and research staff | 3.74 | 5 | 16% | 3.69 | 3.24 | 4.73 |
| Computing support staff | 4.19 | 3 | 0% | 3.62 | 3.25 | 4.27 |
| Support for securing grants | 3.00 | 5 | 31% | 3.00 | 2.00 | 3.93 |
| Other resources to support research | 3.37 | 4 | 21% | 2.97 | 2.63 | 3.88 |
| Teaching responsibilities | 4.19 | 4 | 11% | 3.98 | 3.71 | 4.50 |
| Access to teaching assistants | 4.04 | 1 | 15% | 3.11 | 1.50 | 4.04 |
| Quality of graduate students | 4.04 | 4 | 4% | 3.59 | 2.00 | 4.21 |
| Time available for scholarly work | 3.08 | 6 | 32% | 3.08 | 2.75 | 3.53 |
| Committee and administrative responsibilities | 3.26 | 8 | 33% | 3.38 | 3.07 | 4.00 |

Table 2: Satisfaction with Department Chair

Scale: 1=strongly disagree, 2=somewhat disagree, 3=neither agree nor disagree, 4=somewhat agree, 5=strongly agree

| | A | B | C | D | E | F |
|--|---------------------|------------------|-------------------------------------|---------------------|-----------------|-----------------|
| My department chair: | WSOM Average | WSOM Rank | % WSOM Faculty Who Disagreed | CWRU Average | CWRU Min | CWRU Max |
| Maintains high academic standards | 4.58 | 1 | 8% | 4.01 | 3.00 | 4.58 |
| Is an effective administrator | 3.96 | 3 | 19% | 3.53 | 1.50 | 4.50 |
| Articulates clear criteria for tenure/promotion/evaluation | 3.60 | 5 | 32% | 3.43 | 1.50 | 4.00 |
| Shows commitment to diversity | 4.42 | 1 | 8% | 3.85 | 3.00 | 4.42 |
| Is open to constructive criticism | 4.15 | 1 | 19% | 3.49 | 1.60 | 4.15 |
| Treats faculty in an even-handed way | 4.31 | 2 | 15% | 3.61 | 2.10 | 5.00 |
| Honors agreements | 4.35 | 2 | 15% | 3.80 | 2.40 | 4.50 |
| Handles disputes/problems effectively | 3.96 | 2 | 24% | 3.36 | 1.50 | 4.11 |
| Communicates consistently with faculty | 3.96 | 1 | 19% | 3.34 | 1.00 | 3.96 |
| Gives me useful feedback about my performance | 3.91 | 3 | 17% | 3.38 | 1.50 | 4.00 |
| Involves me in relevant decision-making processes | 4.15 | 1 | 15% | 3.36 | 2.80 | 4.15 |
| Articulates clear criteria for allocation of resources | 3.83 | 1 | 21% | 3.06 | 1.00 | 3.83 |

Table 3: Satisfaction with Dean

Scale: 1=strongly disagree, 2=somewhat disagree, 3=neither agree nor disagree, 4=somewhat agree, 5=strongly agree

| | A | B | C | D | E | F |
|--|---------------------|------------------|-------------------------------------|---------------------|-----------------|-----------------|
| My dean: | WSOM Average | WSOM Rank | % WSOM Faculty Who Disagreed | CWRU Average | CWRU Min | CWRU Max |
| Maintains high academic standards | 3.89 | 7 | 19% | 4.07 | 3.43 | 4.41 |
| Is an effective administrator | 4.15 | 3 | 19% | 3.75 | 3.10 | 4.35 |
| Articulates clear criteria for tenure/promotion/evaluation | 3.52 | 7 | 36% | 3.64 | 2.67 | 4.59 |
| Shows commitment to diversity | 4.56 | 3 | 0% | 3.99 | 3.38 | 4.71 |
| Is open to constructive criticism | 3.77 | 4 | 19% | 3.37 | 2.44 | 4.24 |
| Treats faculty in an even-handed way | 3.74 | 4 | 22% | 3.47 | 2.65 | 4.05 |
| Articulates a clear vision | 4.11 | 2 | 19% | 3.51 | 2.80 | 4.82 |
| Honors agreements | 4.08 | 4 | 23% | 3.70 | 3.17 | 4.50 |
| Handles disputes/problems effectively | 3.81 | 3 | 23% | 3.37 | 2.80 | 4.29 |
| Communicates consistently with faculty | 4.22 | 2 | 15% | 3.46 | 2.74 | 4.35 |
| Articulates clear criteria for allocation of resources | 3.67 | 3 | 26% | 3.14 | 2.59 | 4.29 |

Table 4: Atmosphere of Primary Unit

Scale: 1=strongly disagree, 2=somewhat disagree, 3=neither agree nor disagree, 4=somewhat agree, 5=strongly agree

| | A | B | C | D | E | F |
|---|---------------------|------------------|-------------------------------------|---------------------|-----------------|-----------------|
| Atmosphere Items | WSOM Average | WSOM Rank | % WSOM Faculty Who Disagreed | CWRU Average | CWRU Min | CWRU Max |
| My colleagues value my research/scholarship. | 3.46 | 8 | 25% | 3.58 | 3.00 | 3.93 |
| I am satisfied with opportunities to collaborate with faculty in my primary department/school. | 3.69 | 4 | 19% | 3.43 | 3.00 | 3.90 |
| I am satisfied with opportunities to collaborate with faculty in other units at my institution. | 3.52 | 7 | 24% | 3.52 | 3.11 | 4.15 |
| Interdisciplinary research is recognized and rewarded by my department/unit. | 3.44 | 3 | 24% | 3.31 | 2.50 | 3.73 |
| I have a voice in the decision-making that affects the direction of my department/unit. | 3.96 | 2 | 15% | 3.18 | 2.40 | 4.13 |
| My chair/director/dean creates a collegial and supportive environment. | 4.12 | 1 | 15% | 3.47 | 1.90 | 4.12 |
| My chair/director/dean helps me obtain the resources I need. | 3.92 | 1 | 15% | 3.26 | 2.30 | 3.92 |
| I can navigate the unwritten rules concerning how one is to conduct oneself as a faculty member. | 4.26 | 2 | 7% | 3.83 | 3.41 | 4.53 |
| My department/unit is a good fit for me. | 4.15 | 5 | 11% | 3.74 | 3.53 | 4.40 |
| My department/unit is a place where individual faculty may comfortably raise personal and/or family responsibilities when scheduling departmental/unit obligations. | 4.26 | 1 | 11% | 3.60 | 3.41 | 4.26 |
| I feel excluded from an informal network in my department/unit. | 2.37 | 4 | 67% | 2.53 | 2.08 | 3.24 |
| I have to work harder than some of my colleagues to be perceived as a legitimate scholar. | 2.54 | 1 | 50% | 2.91 | 2.54 | 3.60 |