

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

Introduction

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.

Small Sample Sizes

The table below displays the number of respondents broken down by school and gender. Responses from the two men who responded to the survey from the Frances Payne Bolton School of Nursing have been dropped from the analysis for the sake of confidentiality. Therefore, in the tables below, the ranking of departments for men is based on 10 schools instead of 11¹, while the ranking for women is based on all 11 schools. No other groups were dropped entirely, but results from any group with fewer than 10 respondents (in bold, below) should be interpreted with caution.

School	Women	Men	<i>Page in report</i>
Case School of Engineering	4	38	5
College of Arts and Sciences - Arts, Humanities, Social Science	55	48	9
College of Arts and Sciences - Math and Natural Sciences	14	28	12
Frances Payne Bolton School of Nursing	49	2	15
Mandel School of Applied Social Sciences	8	9	18
Physical Education and Athletics	4	6	21
School of Dental Medicine	6	13	24
School of Law	13	9	27
School of Medicine - Basic Sciences	42	73	30
School of Medicine - Clinical	73	118	33
Weatherhead School of Management	7	20	36
Total	275	364	

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

CWRU Climate Survey –All CWRU Faculty Participants by Gender

The four tables in this section present results from men and women across all schools and colleges.

Min: The lowest mean of the 11 (for women) and 10 (for men) schools

Max: The highest mean of the 11 (for women) and 10 (for men) schools

Mean: The mean result by gender across all schools

% Dissatisfied: Percent of faculty who were dissatisfied or disagreed

Table 1: Overall Satisfaction

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

Overall Satisfaction Questions	CWRU Women				CWRU Men			
	Min	Max	Mean	% Dissatisfied	Min	Max	Mean	% Dissatisfied
Overall, how satisfied are you being a faculty member at Case Western Reserve University?	3.24	4.43	3.60	24%	3.27	4.22	3.49	27%
How satisfied are you with the resources CWRU provides to support your research and scholarship?	2.25	4.00	3.18	31%	2.59	4.36	3.10	38%
How satisfied are you with the resources CWRU provides to support your teaching?	3.07	4.43	3.48	21%	3.03	4.44	3.36	24%
Level of satisfaction with:								
Salary	2.67	4.17	3.13	41%	2.74	4.11	3.20	36%
Start-up funds	2.50	5.00	2.96	42%	2.72	4.00	2.91	43%
Availability of nearby parking	2.00	4.50	3.67	27%	3.25	5.00	3.76	22%
Office space	3.20	5.00	3.96	18%	3.50	4.85	4.01	15%
Lab or research space	2.00	5.00	3.20	37%	3.00	5.00	3.51	24%
Classroom space	3.23	4.86	3.69	22%	2.40	4.42	3.74	17%
Library resources	3.24	5.00	4.10	13%	2.83	4.67	4.03	13%
Computer resources	3.17	4.71	3.88	15%	3.08	4.89	3.85	18%
Clerical and administrative staff	2.33	4.25	3.40	33%	3.08	4.56	3.48	29%
Technical and research staff	2.60	4.75	3.67	20%	3.25	4.71	3.71	16%
Computing support staff	2.60	4.75	3.71	20%	3.15	4.67	3.54	22%
Support for securing grants	2.66	3.71	3.04	37%	2.00	4.13	2.98	39%
Other resources to support research	2.70	4.00	2.95	39%	2.62	4.00	2.98	36%
Teaching responsibilities	3.57	5.00	3.99	11%	3.78	4.64	3.98	9%
Access to teaching assistants	2.50	4.33	3.12	37%	1.50	3.95	3.11	31%
Quality of graduate students	2.00	4.33	3.65	20%	2.00	4.22	3.55	23%
Time available for scholarly work	2.00	3.60	2.96	44%	2.91	3.78	3.18	32%
Committee and administrative responsibilities	2.40	4.25	3.36	24%	3.02	3.83	3.40	20%

Table 2: Satisfaction with Department Chair

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

My department chair:	CWRU Women				CWRU Men			
	Min	Max	Mean	% Who Disagreed	Min	Max	Mean	% Who Disagreed
Maintains high academic standards	3.67	5.00	4.07	14%	2.00	4.50	3.98	15%
Is an effective administrator	2.00	4.71	3.55	28%	1.00	4.50	3.52	28%
Articulates clear criteria for tenure/promotion/evaluation	2.00	3.75	3.41	29%	1.00	4.03	3.44	27%
Shows commitment to diversity	3.00	4.71	3.81	15%	3.00	4.50	3.87	11%
Is open to constructive criticism	1.25	4.50	3.43	30%	1.00	4.27	3.54	24%
Treats faculty in an even-handed way	2.25	4.71	3.53	27%	1.00	5.00	3.66	26%
Honors agreements	2.75	4.86	3.77	19%	1.00	4.50	3.81	18%
Handles disputes/problems effectively	2.00	4.43	3.27	31%	1.00	4.16	3.42	28%
Communicates consistently with faculty	1.00	4.29	3.31	34%	1.00	3.94	3.37	33%
Gives me useful feedback about my performance	1.75	4.50	3.29	34%	1.00	4.00	3.44	27%
Involves me in relevant decision-making processes	3.00	5.00	3.35	33%	1.00	4.11	3.37	32%
Articulates clear criteria for allocation of resources	1.75	4.33	3.08	39%	1.00	3.68	3.05	40%

Table 3: Satisfaction with Dean

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

My dean:	CWRU Women				CWRU Men			
	Min	Max	Mean	% Who Disagreed	Min	Max	Mean	% Who Disagreed
Maintains high academic standards	3.25	5.00	4.14	9%	3.50	4.45	4.02	13%
Is an effective administrator	3.11	4.86	3.76	18%	3.27	4.55	3.73	19%
Articulates clear criteria for tenure/promotion/evaluation	2.00	4.33	3.62	19%	2.80	4.73	3.66	18%
Shows commitment to diversity	3.28	5.00	4.02	9%	3.44	4.82	3.96	6%
Is open to constructive criticism	2.42	4.50	3.37	23%	2.45	4.45	3.36	25%
Treats faculty in an even-handed way	2.57	5.00	3.45	24%	2.70	4.56	3.48	21%
Articulates a clear vision	2.71	4.86	3.49	24%	2.88	4.82	3.54	23%
Honors agreements	3.29	4.29	3.71	15%	3.10	4.71	3.70	15%
Handles disputes/problems effectively	2.78	4.33	3.31	26%	2.81	4.55	3.42	21%
Communicates consistently with faculty	2.65	4.57	3.42	28%	2.79	4.64	3.50	24%
Articulates clear criteria for allocation of resources	2.70	4.00	3.17	32%	2.46	4.45	3.11	33%

Table 4: Atmosphere of Primary Unit

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

Atmosphere Questions	CWRU Women				CWRU Men			
	Min	Max	Mean	% Who Disagreed	Min	Max	Mean	% Who Disagreed
My colleagues value my research/scholarship.	2.83	4.00	3.48	27%	3.13	4.00	3.65	21%
I am satisfied with opportunities to collaborate with faculty in my primary department/school.	2.74	4.14	3.27	33%	2.78	3.95	3.56	25%
I am satisfied with opportunities to collaborate with faculty in other units at my institution.	3.00	3.70	3.36	29%	2.89	4.22	3.64	19%
Interdisciplinary research is recognized and rewarded by my department/unit.	2.92	4.00	3.32	30%	2.00	3.70	3.30	30%
I have a voice in the decision-making that affects the direction of my department/unit.	2.67	4.14	3.13	38%	2.17	4.11	3.22	34%
My chair/director/dean creates a collegial and supportive environment.	2.00	4.43	3.52	27%	1.83	4.11	3.43	31%
My chair/director/dean helps me obtain the resources I need.	2.75	4.00	3.41	30%	2.00	4.00	3.14	33%
I can navigate the unwritten rules concerning how one is to conduct oneself as a faculty member.	3.15	4.67	3.74	17%	3.67	4.44	3.90	12%
My department/unit is a good fit for me.	3.31	4.75	3.72	20%	3.44	4.33	3.76	18%
My department/unit is a place where individual faculty may comfortably raise personal and/or family responsibilities when scheduling departmental/unit obligations.	3.30	4.00	3.46	27%	3.00	4.42	3.71	19%
I feel excluded from an informal network in my department/unit.	1.50	3.23	2.55	50%	2.11	3.25	2.51	53%
I have to work harder than some of my colleagues to be perceived as a legitimate scholar.	2.50	4.08	3.20	29%	2.22	4.00	2.69	44%

CWRU Climate Survey – Responses by School and Gender

There are four tables for each school with results on items related to overall satisfaction, satisfaction with department chair, satisfaction with dean, and the atmosphere of the primary academic unit. “N/A” indicates there were too few responses to report results.

Mean: Mean score for women/men in the school/college²

Rank: School/college rank for women/men on the item (1=highest; 11= lowest for women, 10=lowest for men)

% Dissatisfied: Percent of women/men who were dissatisfied or disagreed

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.

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

Overall Satisfaction Questions	Engineering Women			Engineering Men		
	Mean	Rank	% Dissatisfied	Mean	Rank	% Dissatisfied
Overall, how satisfied are you being a faculty member at Case Western Reserve University?	3.50	6	25%	3.49	6	24%
How satisfied are you with the resources CWRU provides to support your research and scholarship?	2.25	11	50%	2.59	10	59%
How satisfied are you with the resources CWRU provides to support your teaching?	3.25	9	0%	3.32	8	24%
Level of satisfaction with:						
Salary	3.00	6	50%	2.91	9	50%
Start-up funds	3.00	4	50%	2.81	7	38%
Availability of nearby parking	4.25	3	25%	3.97	3	18%
Office space	4.75	2	0%	4.34	3	6%
Lab or research space	2.50	9	50%	3.56	5	22%
Classroom space	4.25	2	0%	3.97	3	6%
Library resources	3.75	10	25%	4.12	8	6%

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 reflects that interpretation.

Overall Satisfaction Questions	Engineering Women			Engineering Men		
	Mean	Rank	% Dissatisfied	Mean	Rank	% Dissatisfied
Computer resources	3.67	9	0%	3.08	10	39%
Clerical and administrative staff	3.25	8	25%	3.08	10	42%
Technical and research staff	3.00	8	25%	3.50	7	19%
Computing support staff	3.50	8	25%	3.22	8	33%
Support for securing grants	2.75	9	50%	2.78	9	50%
Other resources to support research	2.75	9	50%	2.62	10	50%
Teaching responsibilities	4.25	3	0%	4.06	5	6%
Access to teaching assistants	3.00	6	50%	2.94	8	39%
Quality of graduate students	2.75	8	50%	3.41	7	27%
Time available for scholarly work	3.50	2	25%	2.91	10	40%
Committee and administrative responsibilities	3.50	3	25%	3.03	9	33%

Table 2: Satisfaction with Department Chair

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

My department chair:	Engineering Women			Engineering Men		
	Mean	Rank	% Who Disagree	Mean	Rank	% Who Disagree
Maintains high academic standards	3.75	9	25%	4.32	4	3%
Is an effective administrator	4.00	2	0%	4.03	2	12%
Articulates clear criteria for tenure/promotion/evaluation	3.75	1	0%	4.03	1	6%
Shows commitment to diversity	4.00	4	0%	4.06	5	6%
Is open to constructive criticism	4.50	1	0%	4.09	3	12%
Treats faculty in an even-handed way	4.25	2	0%	4.25	2	9%
Honors agreements	4.25	2	0%	4.21	4	12%
Handles disputes/problems effectively	3.75	2	25%	4.16	1	10%
Communicates consistently with faculty	3.75	2	25%	3.94	1	24%
Gives me useful feedback about my performance	4.00	2	0%	3.90	3	13%
Involves me in relevant decision-making processes	4.25	3	0%	4.06	2	9%
Articulates clear criteria for allocation of resources	3.00	5	50%	3.59	4	19%

Table 3: Satisfaction with Dean

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

My dean:	Engineering Women			Engineering Men		
	Mean	Rank	% Who Disagree	Mean	Rank	% Who Disagree
Maintains high academic standards	4.00	8	0%	3.50	10	29%
Is an effective administrator	3.50	9	25%	3.31	9	33%
Articulates clear criteria for tenure/promotion/evaluation	4.00	3	0%	3.61	6	24%
Shows commitment to diversity	4.00	6	0%	3.54	9	17%
Is open to constructive criticism	4.00	2	0%	3.15	9	38%
Treats faculty in an even-handed way	4.00	2	0%	3.09	9	33%
Articulates a clear vision	3.75	5	25%	3.46	7	26%
Honors agreements	3.67	8	0%	3.59	8	22%
Handles disputes/problems effectively	3.50	6	25%	3.12	8	38%
Communicates consistently with faculty	3.25	6	50%	3.26	8	35%
Articulates clear criteria for allocation of resources	3.00	7	50%	2.89	9	40%

Table 4: Atmosphere of Primary Unit

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

Atmosphere Questions	Engineering Women			Engineering Men		
	Mean	Rank	% Who Disagree	Mean	Rank	% Who Disagree
My colleagues value my research/scholarship.	4.00	1	0%	3.70	4	22%
I am satisfied with opportunities to collaborate with faculty in my primary department/school.	3.50	4	25%	3.95	1	14%
I am satisfied with opportunities to collaborate with faculty in other units at my institution.	3.50	3	25%	4.22	1	3%
Interdisciplinary research is recognized and rewarded by my department/unit.	4.00	1	0%	3.70	1	16%
I have a voice in the decision-making that affects the direction of my department/unit.	4.00	3	0%	3.78	3	16%
My chair/director/dean creates a collegial and supportive environment.	4.00	2	25%	3.65	6	15%

Atmosphere Questions	Engineering Women			Engineering Men		
	Mean	Rank	% Who Disagree	Mean	Rank	% Who Disagree
My chair/director/dean helps me obtain the resources I need.	3.50	4	25%	2.86	8	31%
I can navigate the unwritten rules concerning how one is to conduct oneself as a faculty member.	3.50	9	25%	3.94	5	11%
My department/unit is a good fit for me.	4.00	4	25%	4.19	3	8%
My department/unit is a place where individual faculty may comfortably raise personal and/or family responsibilities when scheduling departmental/unit obligations.	4.00	1	0%	3.82	4	9%
I feel excluded from an informal network in my department/unit.	1.75	2	75%	2.11	1	66%
I have to work harder than some of my colleagues to be perceived as a legitimate scholar.	3.50	8	25%	2.78	7	31%

**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

Overall Satisfaction Questions	A,H,SS Women			A,H, SS Men		
	Mean	Rank	% Dissatisfied	Mean	Rank	% Dissatisfied
Overall, how satisfied are you being a faculty member at Case Western Reserve University?	3.46	8	33%	3.46	7	33%
How satisfied are you with the resources CWRU provides to support your research and scholarship?	3.15	5	33%	2.94	8	45%
How satisfied are you with the resources CWRU provides to support your teaching?	3.55	7	23%	3.47	6	30%
Level of satisfaction with:						
Salary	2.92	7	46%	2.74	10	45%
Start-up funds	3.50	3	25%	3.26	2	37%
Availability of nearby parking	3.77	6	32%	3.51	9	29%
Office space	3.93	6	20%	3.59	9	26%
Lab or research space	3.18	4	41%	3.00	10	40%
Classroom space	3.59	8	28%	3.36	9	36%
Library resources	3.24	11	35%	2.83	10	44%
Computer resources	3.70	8	22%	3.54	9	27%
Clerical and administrative staff	3.36	6	38%	3.46	6	33%
Technical and research staff	3.23	7	33%	3.25	10	28%
Computing support staff	3.25	10	35%	3.26	7	33%
Support for securing grants	2.96	8	38%	2.91	8	35%
Other resources to support research	2.70	10	53%	2.85	8	41%
Teaching responsibilities	4.04	4	12%	3.94	7	15%
Access to teaching assistants	3.29	5	32%	3.31	3	28%
Quality of graduate students	3.47	7	24%	3.56	5	26%
Time available for scholarly work	2.91	7	46%	3.31	6	25%
Committee and administrative responsibilities	3.24	8	22%	3.02	10	28%

Table 2: Satisfaction with Department Chair

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

My department chair:	A,H,SS Women			A,H, SS Men		
	Mean	Rank	% Who Disagree	Mean	Rank	% Who Disagree
Maintains high academic standards	3.88	7	22%	4.12	5	17%
Is an effective administrator	3.62	4	26%	3.98	4	20%
Articulates clear criteria for tenure/promotion/evaluation	3.59	3	24%	3.90	4	15%
Shows commitment to diversity	4.11	3	11%	4.24	3	7%
Is open to constructive criticism	3.86	4	22%	4.15	2	10%
Treats faculty in an even-handed way	3.86	4	24%	4.17	4	17%
Honors agreements	4.10	3	15%	4.29	2	13%
Handles disputes/problems effectively	3.37	3	31%	3.79	3	24%
Communicates consistently with faculty	3.60	4	31%	3.92	2	18%
Gives me useful feedback about my performance	3.37	5	31%	3.92	2	15%
Involves me in relevant decision-making processes	3.68	5	24%	3.98	3	20%
Articulates clear criteria for allocation of resources	3.22	3	35%	3.68	1	27%

Table 3: Satisfaction with Dean

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

My dean:	A,H,SS Women			A,H, SS Men		
	Mean	Rank	% Who Disagree	Mean	Rank	% Who Disagree
Maintains high academic standards	4.42	3	6%	4.22	4	13%
Is an effective administrator	4.21	2	8%	4.11	3	17%
Articulates clear criteria for tenure/promotion/evaluation	4.18	2	7%	4.30	3	11%
Shows commitment to diversity	4.23	5	4%	4.35	3	7%
Is open to constructive criticism	3.76	5	14%	4.02	4	16%
Treats faculty in an even-handed way	3.94	3	14%	4.18	2	7%
Articulates a clear vision	3.79	4	15%	3.87	2	22%
Honors agreements	3.94	5	15%	4.07	5	16%
Handles disputes/problems effectively	3.55	4	24%	3.84	4	24%
Communicates consistently with faculty	4.02	2	13%	3.96	5	18%
Articulates clear criteria for allocation of resources	3.64	3	22%	3.43	4	34%

Table 4: Atmosphere of Primary Unit

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

Atmosphere Questions	A,H,SS Women			A,H, SS Men		
	Mean	Rank	% Who Disagree	Mean	Rank	% Who Disagree
My colleagues value my research/scholarship.	3.17	10	38%	3.48	6	27%
I am satisfied with opportunities to collaborate with faculty in my primary department/school.	2.74	11	43%	3.30	9	38%
I am satisfied with opportunities to collaborate with faculty in other units at my institution.	3.10	7	39%	3.11	9	32%
Interdisciplinary research is recognized and rewarded by my department/unit.	3.18	8	35%	3.32	5	27%
I have a voice in the decision-making that affects the direction of my department/unit.	3.38	4	32%	3.60	4	23%
My chair/director/dean creates a collegial and supportive environment.	3.82	4	20%	4.11	2	15%
My chair/director/dean helps me obtain the resources I need.	3.75	2	21%	3.67	4	21%
I can navigate the unwritten rules concerning how one is to conduct oneself as a faculty member.	3.77	5	15%	3.93	6	16%
My department/unit is a good fit for me.	3.31	11	33%	3.75	7	23%
My department/unit is a place where individual faculty may comfortably raise personal and/or family responsibilities when scheduling departmental/unit obligations.	3.38	9	29%	3.80	5	16%
I feel excluded from an informal network in my department/unit.	2.41	6	55%	2.28	2	60%
I have to work harder than some of my colleagues to be perceived as a legitimate scholar.	3.02	5	38%	2.55	4	55%

**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

Overall Satisfaction Questions	M & NS Women			M & NS Men		
	Mean	Rank	% Dissatisfied	Mean	Rank	% Dissatisfied
Overall, how satisfied are you being a faculty member at Case Western Reserve University?	3.43	10	21%	3.89	3	7%
How satisfied are you with the resources CWRU provides to support your research and scholarship?	3.07	6	29%	3.25	6	29%
How satisfied are you with the resources CWRU provides to support your teaching?	3.93	4	14%	3.50	5	25%
Level of satisfaction with:						
Salary	2.79	9	50%	3.27	6	31%
Start-up funds	4.00	2	17%	2.89	5	53%
Availability of nearby parking	3.64	8	21%	3.70	7	19%
Office space	3.79	9	21%	3.96	6	14%
Lab or research space	2.89	6	44%	3.33	8	19%
Classroom space	3.79	6	21%	3.85	5	11%
Library resources	3.85	9	15%	3.89	9	14%
Computer resources	4.07	5	7%	3.86	8	14%
Clerical and administrative staff	4.00	3	14%	3.79	3	18%
Technical and research staff	3.45	5	9%	3.29	9	29%
Computing support staff	4.00	5	8%	3.15	10	23%
Support for securing grants	3.08	4	33%	3.00	4	41%
Other resources to support research	2.80	6	40%	2.96	6	30%
Teaching responsibilities	3.57	11	29%	3.78	10	15%
Access to teaching assistants	3.71	3	21%	3.54	2	19%
Quality of graduate students	2.67	9	58%	2.78	9	44%
Time available for scholarly work	2.79	9	57%	3.00	8	42%
Committee and administrative responsibilities	3.14	9	36%	3.36	7	25%

Table 2: Satisfaction with Department Chair

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

My department chair:	M & NS Women			M & NS Men		
	Mean	Rank	% Who Disagree	Mean	Rank	% Who Disagree
Maintains high academic standards	3.92	6	23%	3.81	8	19%
Is an effective administrator	3.54	5	23%	3.33	7	30%
Articulates clear criteria for tenure/promotion/evaluation	3.40	4	30%	3.62	6	19%
Shows commitment to diversity	3.82	5	18%	4.19	4	4%
Is open to constructive criticism	3.50	6	25%	3.44	6	26%
Treats faculty in an even-handed way	3.69	5	31%	3.59	6	30%
Honors agreements	4.08	4	15%	3.88	6	15%
Handles disputes/problems effectively	3.33	4	25%	3.38	6	25%
Communicates consistently with faculty	3.62	3	23%	3.26	7	33%
Gives me useful feedback about my performance	3.91	3	18%	3.38	6	23%
Involves me in relevant decision-making processes	3.69	4	23%	3.46	6	27%
Articulates clear criteria for allocation of resources	3.50	2	36%	2.73	7	54%

Table 3: Satisfaction with Dean

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

My dean:	M & NS Women			M & NS Men		
	Mean	Rank	% Who Disagree	Mean	Rank	% Who Disagree
Maintains high academic standards	4.00	8	7%	4.30	3	0%
Is an effective administrator	3.86	6	14%	3.74	7	11%
Articulates clear criteria for tenure/promotion/evaluation	3.36	8	18%	3.74	4	7%
Shows commitment to diversity	3.64	8	14%	4.20	6	0%
Is open to constructive criticism	3.33	7	33%	3.74	5	7%
Treats faculty in an even-handed way	3.71	6	14%	4.04	4	0%
Articulates a clear vision	3.15	8	23%	3.57	5	21%
Honors agreements	3.62	9	15%	3.82	6	11%
Handles disputes/problems effectively	2.82	10	36%	3.67	5	8%
Communicates consistently with faculty	3.23	7	23%	3.48	7	19%
Articulates clear criteria for allocation of resources	2.92	8	38%	3.25	6	25%

Table 4: Atmosphere of Primary Unit

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

Atmosphere Questions	M & NS Women			M & NS Men		
	Mean	Rank	% Who Disagree	Mean	Rank	% Who Disagree
My colleagues value my research/scholarship.	3.62	6	23%	3.46	7	32%
I am satisfied with opportunities to collaborate with faculty in my primary department/school.	3.00	10	38%	3.41	8	30%
I am satisfied with opportunities to collaborate with faculty in other units at my institution.	3.09	8	36%	3.76	5	16%
Interdisciplinary research is recognized and rewarded by my department/unit.	3.18	7	18%	3.30	6	26%
I have a voice in the decision-making that affects the direction of my department/unit.	3.21	6	43%	3.50	5	29%
My chair/director/dean creates a collegial and supportive environment.	3.50	7	29%	3.82	4	18%
My chair/director/dean helps me obtain the resources I need.	3.15	10	23%	3.30	6	19%
I can navigate the unwritten rules concerning how one is to conduct oneself as a faculty member.	3.38	10	23%	4.04	4	7%
My department/unit is a good fit for me.	3.77	9	15%	3.86	6	11%
My department/unit is a place where individual faculty may comfortably raise personal and/or family responsibilities when scheduling departmental/unit obligations.	3.45	8	18%	3.78	6	19%
I feel excluded from an informal network in my department/unit.	2.79	9	43%	2.46	5	54%
I have to work harder than some of my colleagues to be perceived as a legitimate scholar.	2.92	3	38%	2.46	3	57%

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

Overall Satisfaction Questions	FPB Women		
	Mean	Rank	% Dissatisfied
Overall, how satisfied are you being a faculty member at Case Western Reserve University?	3.94	5	14%
How satisfied are you with the resources CWRU provides to support your research and scholarship?	3.56	2	23%
How satisfied are you with the resources CWRU provides to support your teaching?	3.67	6	23%
Level of satisfaction with:			
Salary	2.70	10	55%
Start-up funds	2.59	8	48%
Availability of nearby parking	3.35	9	38%
Office space	3.92	7	21%
Lab or research space	2.84	7	52%
Classroom space	3.23	11	40%
Library resources	4.50	4	2%
Computer resources	4.15	4	11%
Clerical and administrative staff	3.41	5	30%
Technical and research staff	3.89	3	16%
Computing support staff	4.11	4	13%
Support for securing grants	3.62	2	28%
Other resources to support research	3.24	4	34%
Teaching responsibilities	3.94	8	15%
Access to teaching assistants	2.56	9	61%
Quality of graduate students	4.08	3	16%
Time available for scholarly work	2.90	8	50%
Committee and administrative responsibilities	3.41	5	24%

Table 2: Satisfaction with Department Chair

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

My department chair:	FPB Women		
	Mean	Rank	% Who Disagree
Maintains high academic standards	3.77	8	23%
Is an effective administrator	3.23	7	35%
Articulates clear criteria for tenure/promotion/evaluation	3.24	7	36%
Shows commitment to diversity	4.19	2	12%
Is open to constructive criticism	3.16	8	44%
Treats faculty in an even-handed way	3.44	6	28%
Honors agreements	3.27	9	32%
Handles disputes/problems effectively	3.25	6	38%
Communicates consistently with faculty	3.04	7	46%
Gives me useful feedback about my performance	3.44	4	32%
Involves me in relevant decision-making processes	3.36	6	36%
Articulates clear criteria for allocation of resources	2.92	7	42%

Table 3: Satisfaction with Dean

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

My dean:	FPB Women		
	Mean	Rank	% Who Disagree
Maintains high academic standards	3.85	10	22%
Is an effective administrator	3.11	11	43%
Articulates clear criteria for tenure/promotion/evaluation	3.43	7	32%
Shows commitment to diversity	4.72	2	2%
Is open to constructive criticism	3.51	6	24%
Treats faculty in an even-handed way	3.48	7	26%
Articulates a clear vision	3.04	10	45%
Honors agreements	3.73	7	23%
Handles disputes/problems effectively	3.09	8	43%
Communicates consistently with faculty	3.17	8	43%
Articulates clear criteria for allocation of resources	2.70	10	53%

Table 4: Atmosphere of Primary Unit

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

Atmosphere Questions	FPB Women		
	Mean	Rank	% Who Disagree
My colleagues value my research/scholarship.	3.63	5	19%
I am satisfied with opportunities to collaborate with faculty in my primary department/school.	3.17	9	46%
I am satisfied with opportunities to collaborate with faculty in other units at my institution.	3.09	9	43%
Interdisciplinary research is recognized and rewarded by my department/unit.	3.30	6	34%
I have a voice in the decision-making that affects the direction of my department/unit.	2.96	8	41%
My chair/director/dean creates a collegial and supportive environment.	3.58	5	25%
My chair/director/dean helps me obtain the resources I need.	3.45	6	31%
I can navigate the unwritten rules concerning how one is to conduct oneself as a faculty member.	3.69	7	21%
My department/unit is a good fit for me.	3.88	6	10%
My department/unit is a place where individual faculty may comfortably raise personal and/or family responsibilities when scheduling departmental/unit obligations.	3.54	6	23%
I feel excluded from an informal network in my department/unit.	2.65	8	48%
I have to work harder than some of my colleagues to be perceived as a legitimate scholar.	3.42	7	23%

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

Overall Satisfaction Questions	MSASS Women			MSASS Men		
	Mean	Rank	% Dissatisfied	Mean	Rank	% Dissatisfied
Overall, how satisfied are you being a faculty member at Case Western Reserve University?	4.14	4	14%	4.22	1	11%
How satisfied are you with the resources CWRU provides to support your research and scholarship?	2.86	10	43%	3.89	3	11%
How satisfied are you with the resources CWRU provides to support your teaching?	3.71	5	29%	4.44	1	11%
Level of satisfaction with:						
Salary	2.80	8	60%	4.00	2	17%
Start-up funds	2.50	9	50%	3.25	3	50%
Availability of nearby parking	4.50	1	17%	5.00	1	0%
Office space	4.57	3	0%	3.89	8	11%
Lab or research space	2.75	8	50%	3.20	9	20%
Classroom space	4.14	3	0%	3.89	4	22%
Library resources	5.00	1	0%	4.67	1	0%
Computer resources	3.71	7	14%	4.89	1	0%
Clerical and administrative staff	3.17	10	50%	3.63	5	25%
Technical and research staff	3.25	6	25%	3.50	6	17%
Computing support staff	3.50	8	33%	4.67	1	0%
Support for securing grants	3.71	1	14%	4.13	1	0%
Other resources to support research	3.50	2	25%	4.00	1	0%
Teaching responsibilities	3.71	10	29%	4.33	2	0%
Access to teaching assistants	2.50	10	50%	3.14	5	43%
Quality of graduate students	4.00	4	17%	4.22	1	0%
Time available for scholarly work	3.00	4	50%	3.78	1	11%
Committee and administrative responsibilities	2.40	11	60%	3.44	5	11%

Table 2: Satisfaction with Department Chair

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

My department chair:	MSASS Women			MSASS Men		
	Mean	Rank	% Who Disagree	Mean	Rank	% Who Disagree
Maintains high academic standards	N/A	N/A	N/A	4.50	1	0%
Is an effective administrator	N/A	N/A	N/A	4.50	1	0%
Articulates clear criteria for tenure/promotion/evaluation	N/A	N/A	N/A	4.00	2	0%
Shows commitment to diversity	N/A	N/A	N/A	3.50	8	50%
Is open to constructive criticism	N/A	N/A	N/A	3.50	5	50%
Treats faculty in an even-handed way	N/A	N/A	N/A	5.00	1	0%
Honors agreements	N/A	N/A	N/A	4.50	1	0%
Handles disputes/problems effectively	N/A	N/A	N/A	3.00	7	50%
Communicates consistently with faculty	N/A	N/A	N/A	3.50	5	50%
Gives me useful feedback about my performance	N/A	N/A	N/A	4.00	1	0%
Involves me in relevant decision-making processes	N/A	N/A	N/A	3.50	5	50%
Articulates clear criteria for allocation of resources	N/A	N/A	N/A	3.50	5	50%

Table 3: Satisfaction with Dean

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

My dean:	MSASS Women			MSASS Men		
	Mean	Rank	% Who Disagree	Mean	Rank	% Who Disagree
Maintains high academic standards	4.29	5	0%	4.00	6	13%
Is an effective administrator	3.57	8	29%	3.88	5	25%
Articulates clear criteria for tenure/promotion/evaluation	3.83	4	33%	4.50	2	0%
Shows commitment to diversity	3.57	9	29%	4.25	4	0%
Is open to constructive criticism	3.86	3	14%	4.13	3	0%
Treats faculty in an even-handed way	3.71	4	14%	4.13	3	25%
Articulates a clear vision	2.71	11	43%	2.88	10	38%
Honors agreements	4.29	1	14%	4.71	1	0%
Handles disputes/problems effectively	3.86	2	14%	3.88	3	13%
Communicates consistently with faculty	3.86	3	29%	4.38	2	13%
Articulates clear criteria for allocation of resources	3.43	4	29%	4.00	2	13%

Table 4: Atmosphere of Primary Unit

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

Atmosphere Questions	MSASS Women			MSASS Men		
	Mean	Rank	% Who Disagree	Mean	Rank	% Who Disagree
My colleagues value my research/scholarship.	3.80	3	0%	4.00	1	11%
I am satisfied with opportunities to collaborate with faculty in my primary department/school.	4.14	1	0%	3.67	5	22%
I am satisfied with opportunities to collaborate with faculty in other units at my institution.	3.50	3	17%	2.89	10	44%
Interdisciplinary research is recognized and rewarded by my department/unit.	3.00	9	43%	3.33	4	22%
I have a voice in the decision-making that affects the direction of my department/unit.	4.14	1	0%	4.11	1	0%
My chair/director/dean creates a collegial and supportive environment.	4.00	2	17%	4.11	1	0%
My chair/director/dean helps me obtain the resources I need.	3.60	3	20%	3.89	3	0%
I can navigate the unwritten rules concerning how one is to conduct oneself as a faculty member.	4.67	1	0%	4.44	1	11%
My department/unit is a good fit for me.	4.50	3	0%	4.33	1	0%
My department/unit is a place where individual faculty may comfortably raise personal and/or family responsibilities when scheduling departmental/unit obligations.	4.00	1	0%	4.38	2	0%
I feel excluded from an informal network in my department/unit.	2.00	3	71%	2.56	6	44%
I have to work harder than some of my colleagues to be perceived as a legitimate scholar.	2.83	2	50%	2.56	5	44%

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

Overall Satisfaction Questions	PE & A Women			PE & A Men		
	Mean	Rank	% Dissatisfied	Mean	Rank	% Dissatisfied
Overall, how satisfied are you being a faculty member at Case Western Reserve University?	3.50	6	25%	3.67	4	33%
How satisfied are you with the resources CWRU provides to support your research and scholarship?	3.25	3	0%	3.50	5	17%
How satisfied are you with the resources CWRU provides to support your teaching?	3.50	8	0%	3.33	7	33%
Level of satisfaction with:						
Salary	2.67	11	67%	3.00	8	50%
Start-up funds	N/A	N/A	N/A	3.00	4	0%
Availability of nearby parking	4.00	4	25%	3.83	5	17%
Office space	3.50	10	50%	3.50	10	33%
Lab or research space	3.00	5	0%	3.50	6	0%
Classroom space	3.67	7	33%	2.40	10	60%
Library resources	5.00	1	0%	4.25	6	0%
Computer resources	4.50	2	0%	4.00	5	17%
Clerical and administrative staff	4.25	1	25%	3.20	9	40%
Technical and research staff	N/A	N/A	N/A	3.33	8	33%
Computing support staff	4.75	1	0%	3.17	9	50%
Support for securing grants	N/A	N/A	N/A	2.00	10	100%
Other resources to support research	N/A	N/A	N/A	3.50	3	50%
Teaching responsibilities	5.00	1	0%	4.00	6	0%
Access to teaching assistants	N/A	N/A	N/A	1.50	10	100%
Quality of graduate students	N/A	N/A	N/A	2.00	10	100%
Time available for scholarly work	2.00	11	100%	3.50	2	50%
Committee and administrative responsibilities	4.25	1	0%	3.83	1	17%

Table 2: Satisfaction with Department Chair

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

My department chair:	PE & A Women			PE & A Men		
	Mean	Rank	% Who Disagree	Mean	Rank	% Who Disagree
Maintains high academic standards	4.25	3	0%	3.33	9	33%
Is an effective administrator	2.50	9	50%	2.00	9	83%
Articulates clear criteria for tenure/promotion/evaluation	2.00	9	75%	2.00	9	83%
Shows commitment to diversity	3.50	8	0%	3.60	7	20%
Is open to constructive criticism	1.25	10	100%	1.83	9	83%
Treats faculty in an even-handed way	2.25	10	50%	2.00	9	83%
Honors agreements	2.75	10	50%	2.17	9	67%
Handles disputes/problems effectively	3.00	8	50%	2.67	9	50%
Communicates consistently with faculty	1.75	9	75%	1.83	9	83%
Gives me useful feedback about my performance	1.75	10	100%	2.17	9	83%
Involves me in relevant decision-making processes	3.00	9	25%	2.67	9	50%
Articulates clear criteria for allocation of resources	1.75	9	100%	1.67	9	83%

Table 3: Satisfaction with Dean

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

My dean:	PE & A Women			PE & A Men		
	Mean	Rank	% Who Disagree	Mean	Rank	% Who Disagree
Maintains high academic standards	5.00	1	0%	4.20	5	0%
Is an effective administrator	4.00	3	0%	3.60	8	20%
Articulates clear criteria for tenure/promotion/evaluation	2.00	11	100%	2.80	10	40%
Shows commitment to diversity	5.00	1	0%	4.17	7	0%
Is open to constructive criticism	N/A	N/A	N/A	3.60	6	20%
Treats faculty in an even-handed way	5.00	1	0%	3.50	7	17%
Articulates a clear vision	4.00	3	0%	3.20	8	20%
Honors agreements	4.00	2	0%	3.60	7	0%
Handles disputes/problems effectively	3.00	9	0%	3.00	9	40%
Communicates consistently with faculty	3.00	9	0%	3.17	9	33%
Articulates clear criteria for allocation of resources	N/A	N/A	N/A	3.20	7	20%

Table 4: Atmosphere of Primary Unit

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

Atmosphere Questions	PE & A Women			PE & A Men		
	Mean	Rank	% Who Disagree	Mean	Rank	% Who Disagree
My colleagues value my research/scholarship.	4.00	1	0%	3.67	5	0%
I am satisfied with opportunities to collaborate with faculty in my primary department/school.	4.00	2	25%	3.83	3	17%
I am satisfied with opportunities to collaborate with faculty in other units at my institution.	3.33	5	33%	3.83	3	0%
Interdisciplinary research is recognized and rewarded by my department/unit.	3.00	9	0%	2.00	10	100%
I have a voice in the decision-making that affects the direction of my department/unit.	2.75	10	50%	2.17	10	67%
My chair/director/dean creates a collegial and supportive environment.	2.00	11	75%	1.83	10	83%
My chair/director/dean helps me obtain the resources I need.	2.75	11	50%	2.00	10	67%
I can navigate the unwritten rules concerning how one is to conduct oneself as a faculty member.	3.67	8	33%	3.67	10	17%
My department/unit is a good fit for me.	4.75	1	0%	4.17	4	0%
My department/unit is a place where individual faculty may comfortably raise personal and/or family responsibilities when scheduling departmental/unit obligations.	4.00	1	25%	3.33	9	17%
I feel excluded from an informal network in my department/unit.	1.50	1	75%	3.00	9	33%
I have to work harder than some of my colleagues to be perceived as a legitimate scholar.	2.50	1	50%	4.00	10	0%

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

Overall Satisfaction Questions	DENT Women			DENT Men		
	Mean	Rank	% Dissatisfied	Mean	Rank	% Dissatisfied
Overall, how satisfied are you being a faculty member at Case Western Reserve University?	4.17	2	0%	4.00	2	17%
How satisfied are you with the resources CWRU provides to support your research and scholarship?	3.00	8	33%	4.36	1	0%
How satisfied are you with the resources CWRU provides to support your teaching?	4.00	3	17%	4.36	2	0%
Level of satisfaction with:						
Salary	4.17	1	17%	3.55	4	27%
Start-up funds	2.50	9	50%	2.80	8	40%
Availability of nearby parking	2.00	11	67%	3.25	10	42%
Office space	3.20	11	20%	4.36	2	9%
Lab or research space	2.00	10	75%	4.14	3	0%
Classroom space	3.33	10	33%	4.09	2	18%
Library resources	4.17	7	0%	4.50	3	0%
Computer resources	3.17	11	33%	4.17	4	17%
Clerical and administrative staff	2.33	11	50%	3.73	4	27%
Technical and research staff	2.60	10	40%	4.10	2	0%
Computing support staff	2.60	11	40%	3.60	4	30%
Support for securing grants	3.20	3	20%	3.57	2	14%
Other resources to support research	2.80	6	20%	2.83	9	33%
Teaching responsibilities	4.00	6	17%	4.64	1	0%
Access to teaching assistants	2.67	8	67%	3.00	7	40%
Quality of graduate students	2.00	10	50%	3.50	6	50%
Time available for scholarly work	3.40	3	20%	3.44	3	11%
Committee and administrative responsibilities	4.00	2	0%	3.73	2	0%

Table 2: Satisfaction with Department Chair

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

My department chair:	DENT Women			DENT Men		
	Mean	Rank	% Who Disagree	Mean	Rank	% Who Disagree
Maintains high academic standards	3.67	10	33%	4.45	2	9%
Is an effective administrator	3.17	8	50%	4.00	3	18%
Articulates clear criteria for tenure/promotion/evaluation	3.33	5	17%	4.00	2	22%
Shows commitment to diversity	3.67	7	17%	4.50	1	13%
Is open to constructive criticism	3.67	5	17%	4.27	1	9%
Treats faculty in an even-handed way	3.17	9	33%	4.18	3	18%
Honors agreements	3.50	8	17%	4.27	3	9%
Handles disputes/problems effectively	3.17	7	50%	3.82	2	18%
Communicates consistently with faculty	3.50	5	33%	3.80	4	30%
Gives me useful feedback about my performance	2.33	8	50%	3.88	4	25%
Involves me in relevant decision-making processes	3.17	7	50%	3.90	4	20%
Articulates clear criteria for allocation of resources	2.67	8	50%	3.67	2	33%

Table 3: Satisfaction with Dean

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

My dean:	DENT Women			DENT Men		
	Mean	Rank	% Who Disagree	Mean	Rank	% Who Disagree
Maintains high academic standards	4.33	4	0%	4.45	1	9%
Is an effective administrator	4.00	3	17%	4.55	1	9%
Articulates clear criteria for tenure/promotion/evaluation	4.33	1	0%	4.73	1	9%
Shows commitment to diversity	4.50	4	0%	4.82	1	0%
Is open to constructive criticism	3.83	4	17%	4.45	1	0%
Treats faculty in an even-handed way	3.33	9	33%	3.73	6	27%
Articulates a clear vision	4.83	2	0%	4.82	1	0%
Honors agreements	4.00	2	17%	4.45	2	9%
Handles disputes/problems effectively	3.83	3	17%	4.55	1	0%
Communicates consistently with faculty	3.83	4	0%	4.64	1	9%
Articulates clear criteria for allocation of resources	4.00	1	17%	4.45	1	9%

Table 4: Atmosphere of Primary Unit

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

Atmosphere Questions	DENT Women			DENT Men		
	Mean	Rank	% Who Disagree	Mean	Rank	% Who Disagree
My colleagues value my research/scholarship.	3.75	4	25%	3.13	10	25%
I am satisfied with opportunities to collaborate with faculty in my primary department/school.	3.17	8	33%	3.64	6	27%
I am satisfied with opportunities to collaborate with faculty in other units at my institution.	3.20	6	20%	3.89	2	0%
Interdisciplinary research is recognized and rewarded by my department/unit.	3.40	3	20%	3.00	9	29%
I have a voice in the decision-making that affects the direction of my department/unit.	2.67	11	67%	3.30	6	40%
My chair/director/dean creates a collegial and supportive environment.	3.50	7	17%	3.50	7	33%
My chair/director/dean helps me obtain the resources I need.	3.50	4	33%	3.60	5	30%
I can navigate the unwritten rules concerning how one is to conduct oneself as a faculty member.	3.83	3	17%	4.18	3	0%
My department/unit is a good fit for me.	4.00	4	17%	4.25	2	8%
My department/unit is a place where individual faculty may comfortably raise personal and/or family responsibilities when scheduling departmental/unit obligations.	3.50	7	17%	4.42	1	0%
I feel excluded from an informal network in my department/unit.	2.17	4	50%	2.73	8	45%
I have to work harder than some of my colleagues to be perceived as a legitimate scholar.	4.00	10	0%	2.30	2	50%

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

Overall Satisfaction Questions	LAW Women			LAW Men		
	Mean	Rank	% Dissatisfied	Mean	Rank	% Dissatisfied
Overall, how satisfied are you being a faculty member at Case Western Reserve University?	4.15	3	15%	3.33	9	44%
How satisfied are you with the resources CWRU provides to support your research and scholarship?	4.00	1	0%	4.00	2	22%
How satisfied are you with the resources CWRU provides to support your teaching?	4.38	2	8%	4.00	3	11%
Level of satisfaction with:						
Salary	3.92	2	17%	4.11	1	11%
Start-up funds	3.00	4	0%	4.00	1	0%
Availability of nearby parking	3.31	10	38%	3.89	4	22%
Office space	4.08	5	15%	4.00	5	22%
Lab or research space	N/A	N/A	N/A	5.00	1	0%
Classroom space	4.00	5	15%	3.67	7	22%
Library resources	4.15	8	15%	4.63	2	0%
Computer resources	4.46	3	0%	4.33	3	11%
Clerical and administrative staff	4.23	2	0%	4.56	1	0%
Technical and research staff	4.75	1	0%	4.71	1	0%
Computing support staff	4.31	3	8%	4.22	2	11%
Support for securing grants	3.00	5	33%	3.00	4	40%
Other resources to support research	4.00	1	13%	3.78	2	22%
Teaching responsibilities	4.69	2	0%	4.22	4	11%
Access to teaching assistants	4.33	1	0%	3.20	4	40%
Quality of graduate students	4.33	1	0%	4.00	2	0%
Time available for scholarly work	3.60	1	20%	3.44	3	22%
Committee and administrative responsibilities	3.38	6	31%	3.44	5	33%

Table 2: Satisfaction with Department Chair

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

My department chair:	LAW Women			LAW Men		
	Mean	Rank	% Who Disagree	Mean	Rank	% Who Disagree
Maintains high academic standards	4.00	5	0%	2.00	10	100%
Is an effective administrator	2.00	10	100%	1.00	10	100%
Articulates clear criteria for tenure/promotion/evaluation	2.00	9	100%	1.00	10	100%
Shows commitment to diversity	3.00	10	0%	3.00	10	0%
Is open to constructive criticism	4.00	3	0%	1.00	10	100%
Treats faculty in an even-handed way	4.00	3	0%	1.00	10	100%
Honors agreements	4.00	5	0%	1.00	10	100%
Handles disputes/problems effectively	2.00	10	100%	1.00	10	100%
Communicates consistently with faculty	1.00	10	100%	1.00	10	100%
Gives me useful feedback about my performance	2.00	9	100%	1.00	10	100%
Involves me in relevant decision-making processes	5.00	1	0%	1.00	10	100%
Articulates clear criteria for allocation of resources	N/A	N/A	N/A	1.00	10	100%

Table 3: Satisfaction with Dean

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

My dean:	LAW Women			LAW Men		
	Mean	Rank	% Who Disagree	Mean	Rank	% Who Disagree
Maintains high academic standards	3.25	11	25%	3.67	8	11%
Is an effective administrator	3.85	7	15%	4.33	2	11%
Articulates clear criteria for tenure/promotion/evaluation	2.46	10	54%	3.50	7	13%
Shows commitment to diversity	3.38	10	38%	4.22	5	11%
Is open to constructive criticism	3.00	9	46%	4.44	2	0%
Treats faculty in an even-handed way	3.15	10	46%	4.56	1	0%
Articulates a clear vision	3.08	9	38%	3.56	6	22%
Honors agreements	3.85	6	8%	4.44	3	11%
Handles disputes/problems effectively	3.54	5	23%	4.11	2	11%
Communicates consistently with faculty	2.85	10	62%	4.11	3	11%
Articulates clear criteria for allocation of resources	3.08	6	42%	3.33	5	33%

Table 4: Atmosphere of Primary Unit

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

Atmosphere Questions	LAW Women			LAW Men		
	Mean	Rank	% Who Disagree	Mean	Rank	% Who Disagree
My colleagues value my research/scholarship.	2.83	11	42%	3.22	9	33%
I am satisfied with opportunities to collaborate with faculty in my primary department/school.	3.23	7	31%	2.78	10	44%
I am satisfied with opportunities to collaborate with faculty in other units at my institution.	3.08	10	25%	3.44	8	11%
Interdisciplinary research is recognized and rewarded by my department/unit.	2.92	11	42%	3.22	7	22%
I have a voice in the decision-making that affects the direction of my department/unit.	3.23	5	31%	3.00	8	44%
My chair/director/dean creates a collegial and supportive environment.	3.15	9	31%	3.75	5	13%
My chair/director/dean helps me obtain the resources I need.	3.23	8	23%	4.00	1	0%
I can navigate the unwritten rules concerning how one is to conduct oneself as a faculty member.	3.15	11	31%	3.78	8	22%
My department/unit is a good fit for me.	3.83	7	17%	3.44	10	33%
My department/unit is a place where individual faculty may comfortably raise personal and/or family responsibilities when scheduling departmental/unit obligations.	3.85	5	15%	3.00	10	33%
I feel excluded from an informal network in my department/unit.	3.23	11	38%	3.25	10	25%
I have to work harder than some of my colleagues to be perceived as a legitimate scholar.	4.08	11	0%	2.88	9	38%

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

Overall Satisfaction Questions	Medicine - Basic Sciences Women			Medicine - Basic Sciences Men		
	Mean	Rank	% Dissatisfied	Mean	Rank	% Dissatisfied
Overall, how satisfied are you being a faculty member at Case Western Reserve University?	3.24	11	36%	3.27	10	33%
How satisfied are you with the resources CWRU provides to support your research and scholarship?	3.00	9	36%	2.78	9	48%
How satisfied are you with the resources CWRU provides to support your teaching?	3.19	10	17%	3.03	10	32%
Level of satisfaction with:						
Salary	3.45	3	29%	3.09	7	40%
Start-up funds	2.61	7	52%	2.72	10	48%
Availability of nearby parking	3.92	5	17%	3.83	6	18%
Office space	4.13	4	13%	4.01	4	16%
Lab or research space	3.57	2	27%	3.68	4	23%
Classroom space	3.52	9	24%	3.65	8	19%
Library resources	4.29	5	12%	4.15	7	9%
Computer resources	3.90	6	17%	3.87	7	13%
Clerical and administrative staff	3.28	7	38%	3.34	8	30%
Technical and research staff	3.73	4	24%	3.97	4	12%
Computing support staff	3.60	7	23%	3.57	6	24%
Support for securing grants	3.00	7	43%	2.98	6	42%
Other resources to support research	2.89	5	42%	2.94	7	41%
Teaching responsibilities	3.79	9	8%	3.86	9	9%
Access to teaching assistants	2.73	7	45%	2.54	9	41%
Quality of graduate students	3.49	6	21%	3.37	8	26%
Time available for scholarly work	3.00	4	38%	3.40	5	26%
Committee and administrative responsibilities	3.38	7	24%	3.54	4	17%

Table 2: Satisfaction with Department Chair

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

My department chair:	Medicine - Basic Sciences Women			Medicine - Basic Sciences Men		
	Mean	Rank	% Who Disagree	Mean	Rank	% Who Disagree
Maintains high academic standards	4.47	2	5%	3.85	6	18%
Is an effective administrator	3.42	6	32%	2.90	8	44%
Articulates clear criteria for tenure/promotion/evaluation	3.74	2	23%	3.19	8	34%
Shows commitment to diversity	3.30	9	24%	3.48	9	18%
Is open to constructive criticism	3.05	9	35%	3.06	8	32%
Treats faculty in an even-handed way	3.24	8	37%	3.26	8	35%
Honors agreements	3.75	6	19%	3.55	8	22%
Handles disputes/problems effectively	2.95	9	32%	2.89	8	46%
Communicates consistently with faculty	2.95	8	37%	2.76	8	51%
Gives me useful feedback about my performance	3.18	7	37%	3.22	8	33%
Involves me in relevant decision-making processes	3.00	10	41%	2.82	8	47%
Articulates clear criteria for allocation of resources	2.97	6	38%	2.70	8	54%

Table 3: Satisfaction with Dean

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

My dean:	Medicine - Basic Sciences Women			Medicine - Basic Sciences Men		
	Mean	Rank	% Who Disagree	Mean	Rank	% Who Disagree
Maintains high academic standards	4.13	7	10%	3.70	7	24%
Is an effective administrator	3.37	10	26%	3.27	10	32%
Articulates clear criteria for tenure/promotion/evaluation	3.60	6	14%	3.37	9	23%
Shows commitment to diversity	3.28	11	17%	3.44	10	13%
Is open to constructive criticism	2.42	10	52%	2.45	10	52%
Treats faculty in an even-handed way	2.57	11	51%	2.70	10	43%
Articulates a clear vision	3.16	7	32%	3.03	9	34%
Honors agreements	3.29	11	18%	3.10	10	25%
Handles disputes/problems effectively	2.78	11	34%	2.81	10	31%

	Medicine - Basic Sciences Women			Medicine - Basic Sciences Men		
My dean:	Mean	Rank	% Who Disagree	Mean	Rank	% Who Disagree
Communicates consistently with faculty	2.65	11	49%	2.79	10	39%
Articulates clear criteria for allocation of resources	2.81	9	35%	2.46	10	52%

Table 4: Atmosphere of Primary Unit

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

	Medicine - Basic Sciences Women			Medicine - Basic Sciences Men		
Atmosphere Questions	Mean	Rank	% Who Disagree	Mean	Rank	% Who Disagree
My colleagues value my research/scholarship.	3.49	9	24%	3.84	2	16%
I am satisfied with opportunities to collaborate with faculty in my primary department/school.	3.46	5	27%	3.69	4	21%
I am satisfied with opportunities to collaborate with faculty in other units at my institution.	3.70	1	15%	3.82	4	15%
Interdisciplinary research is recognized and rewarded by my department/unit.	3.67	2	17%	3.45	3	31%
I have a voice in the decision-making that affects the direction of my department/unit.	2.93	9	40%	2.65	9	54%
My chair/director/dean creates a collegial and supportive environment.	3.05	10	38%	2.75	9	54%
My chair/director/dean helps me obtain the resources I need.	3.23	9	38%	2.63	9	54%
I can navigate the unwritten rules concerning how one is to conduct oneself as a faculty member.	3.73	6	15%	3.82	7	17%
My department/unit is a good fit for me.	3.80	8	15%	3.68	8	19%
My department/unit is a place where individual faculty may comfortably raise personal and/or family responsibilities when scheduling departmental/unit obligations.	3.31	10	31%	3.68	7	22%
I feel excluded from an informal network in my department/unit.	2.90	10	38%	2.43	4	58%
I have to work harder than some of my colleagues to be perceived as a legitimate scholar.	3.28	6	25%	2.71	6	46%

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

Overall Satisfaction Questions	Medicine - Clinical Women			Medicine - Clinical Men		
	Mean	Rank	% Dissatisfied	Mean	Rank	% Dissatisfied
Overall, how satisfied are you being a faculty member at Case Western Reserve University?	3.43	9	25%	3.44	8	25%
How satisfied are you with the resources CWRU provides to support your research and scholarship?	3.01	7	37%	3.11	7	35%
How satisfied are you with the resources CWRU provides to support your teaching?	3.07	11	29%	3.15	9	22%
Level of satisfaction with:						
Salary	3.25	5	38%	3.32	5	31%
Start-up funds	2.75	6	50%	2.89	6	45%
Availability of nearby parking	3.72	7	22%	3.54	8	28%
Office space	3.80	8	18%	3.93	7	14%
Lab or research space	3.39	3	27%	3.41	7	29%
Classroom space	4.07	4	5%	3.76	6	11%
Library resources	4.23	6	7%	4.27	5	8%
Computer resources	3.64	10	16%	3.94	6	15%
Clerical and administrative staff	3.23	9	36%	3.38	7	30%
Technical and research staff	3.91	2	13%	3.71	5	15%
Computing support staff	3.65	6	18%	3.59	5	17%
Support for securing grants	2.66	10	44%	2.92	7	40%
Other resources to support research	2.78	8	38%	2.98	5	32%
Teaching responsibilities	4.03	5	5%	3.93	8	11%
Access to teaching assistants	3.29	4	12%	3.05	6	26%
Quality of graduate students	3.72	5	13%	3.86	4	13%
Time available for scholarly work	2.95	6	41%	2.98	9	38%
Committee and administrative responsibilities	3.45	4	22%	3.55	3	10%

Table 2: Satisfaction with Department Chair

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

My department chair:	Medicine - Clinical Women			Medicine - Clinical Men		
	Mean	Rank	% Who Disagree	Mean	Rank	% Who Disagree
Maintains high academic standards	4.07	4	9%	3.85	7	17%
Is an effective administrator	3.65	3	25%	3.66	6	21%
Articulates clear criteria for tenure/promotion/evaluation	3.30	6	30%	3.20	7	30%
Shows commitment to diversity	3.70	6	16%	3.74	6	10%
Is open to constructive criticism	3.35	7	29%	3.43	7	23%
Treats faculty in an even-handed way	3.38	7	26%	3.53	7	25%
Honors agreements	3.59	7	21%	3.65	7	18%
Handles disputes/problems effectively	3.25	5	27%	3.39	5	23%
Communicates consistently with faculty	3.31	6	32%	3.40	6	28%
Gives me useful feedback about my performance	3.19	6	36%	3.31	7	31%
Involves me in relevant decision-making processes	3.09	8	40%	3.14	7	37%
Articulates clear criteria for allocation of resources	3.03	4	38%	2.92	6	38%

Table 3: Satisfaction with Dean

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

My dean:	Medicine - Clinical Women			Medicine - Clinical Men		
	Mean	Rank	% Who Disagree	Mean	Rank	% Who Disagree
Maintains high academic standards	4.23	6	2%	4.32	2	2%
Is an effective administrator	3.97	5	5%	3.86	6	7%
Articulates clear criteria for tenure/promotion/evaluation	3.64	5	12%	3.44	8	17%
Shows commitment to diversity	3.88	7	5%	3.91	8	1%
Is open to constructive criticism	3.27	8	13%	3.24	8	20%
Treats faculty in an even-handed way	3.45	8	11%	3.40	8	17%
Articulates a clear vision	3.70	6	12%	3.64	4	13%
Honors agreements	3.58	10	6%	3.58	9	8%
Handles disputes/problems effectively	3.37	7	12%	3.39	7	10%
Communicates consistently with faculty	3.53	5	15%	3.52	6	17%
Articulates clear criteria for allocation of resources	3.25	5	19%	3.12	8	23%

Table 4: Atmosphere of Primary Unit

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

Atmosphere Questions	Medicine - Clinical Women			Medicine - Clinical Men		
	Mean	Rank	% Who Disagree	Mean	Rank	% Who Disagree
My colleagues value my research/scholarship.	3.62	7	28%	3.70	3	19%
I am satisfied with opportunities to collaborate with faculty in my primary department/school.	3.57	3	25%	3.48	7	25%
I am satisfied with opportunities to collaborate with faculty in other units at my institution.	3.68	2	21%	3.54	7	24%
Interdisciplinary research is recognized and rewarded by my department/unit.	3.36	4	30%	3.05	8	38%
I have a voice in the decision-making that affects the direction of my department/unit.	2.97	7	44%	3.04	7	36%
My chair/director/dean creates a collegial and supportive environment.	3.51	6	30%	3.28	8	34%
My chair/director/dean helps me obtain the resources I need.	3.28	7	34%	3.06	7	36%
I can navigate the unwritten rules concerning how one is to conduct oneself as a faculty member.	3.83	4	13%	3.77	9	11%
My department/unit is a good fit for me.	3.55	10	27%	3.52	9	24%
My department/unit is a place where individual faculty may comfortably raise personal and/or family responsibilities when scheduling departmental/unit obligations.	3.30	11	35%	3.48	8	25%
I feel excluded from an informal network in my department/unit.	2.43	7	52%	2.72	7	45%
I have to work harder than some of my colleagues to be perceived as a legitimate scholar.	3.00	4	33%	2.81	8	38%

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

Overall Satisfaction Questions	WSOM Women			WSOM Men		
	Mean	Rank	% Dissatisfied	Mean	Rank	% Dissatisfied
Overall, how satisfied are you being a faculty member at Case Western Reserve University?	4.43	1	0%	3.50	5	30%
How satisfied are you with the resources CWRU provides to support your research and scholarship?	3.17	4	33%	3.60	4	30%
How satisfied are you with the resources CWRU provides to support your teaching?	4.43	1	0%	3.95	4	10%
Level of satisfaction with:						
Salary	3.43	4	29%	3.65	3	30%
Start-up funds	5.00	1	0%	2.75	9	25%
Availability of nearby parking	4.43	2	0%	4.40	2	10%
Office space	5.00	1	0%	4.85	1	0%
Lab or research space	5.00	1	0%	4.25	2	0%
Classroom space	4.86	1	0%	4.42	1	0%
Library resources	5.00	1	0%	4.50	3	5%
Computer resources	4.71	1	0%	4.53	2	0%
Clerical and administrative staff	3.86	4	14%	4.25	2	10%
Technical and research staff	3.00	8	40%	4.00	3	7%
Computing support staff	4.43	2	0%	4.11	3	0%
Support for securing grants	3.00	5	40%	3.00	3	27%
Other resources to support research	3.40	3	20%	3.36	4	21%
Teaching responsibilities	4.00	6	29%	4.25	3	5%
Access to teaching assistants	4.29	2	14%	3.95	1	16%
Quality of graduate students	4.29	2	0%	3.94	3	6%
Time available for scholarly work	2.50	10	50%	3.26	7	26%
Committee and administrative responsibilities	3.00	10	29%	3.35	8	35%

Table 2: Satisfaction with Department Chair

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

My department chair:	WSOM Women			WSOM Men		
	Mean	Rank	% Who Disagree	Mean	Rank	% Who Disagree
Maintains high academic standards	5.00	1	0%	4.42	3	11%
Is an effective administrator	4.71	1	0%	3.68	5	26%
Articulates clear criteria for tenure/promotion/evaluation	3.17	8	33%	3.74	5	32%
Shows commitment to diversity	4.71	1	0%	4.32	2	11%
Is open to constructive criticism	4.43	2	14%	4.05	4	21%
Treats faculty in an even-handed way	4.71	1	0%	4.16	5	21%
Honors agreements	4.86	1	0%	4.16	5	21%
Handles disputes/problems effectively	4.43	1	14%	3.78	4	28%
Communicates consistently with faculty	4.29	1	14%	3.84	3	21%
Gives me useful feedback about my performance	4.50	1	0%	3.71	5	24%
Involves me in relevant decision-making processes	4.29	2	14%	4.11	1	16%
Articulates clear criteria for allocation of resources	4.33	1	17%	3.67	2	22%

Table 3: Satisfaction with Dean

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

My dean:	WSOM Women			WSOM Men		
	Mean	Rank	% Who Disagree	Mean	Rank	% Who Disagree
Maintains high academic standards	4.86	2	0%	3.55	9	25%
Is an effective administrator	4.86	1	0%	3.90	4	25%
Articulates clear criteria for tenure/promotion/evaluation	3.00	9	60%	3.65	5	30%
Shows commitment to diversity	4.57	3	0%	4.55	2	0%
Is open to constructive criticism	4.50	1	0%	3.55	7	25%
Treats faculty in an even-handed way	3.71	4	29%	3.75	5	20%
Articulates a clear vision	4.86	1	0%	3.85	3	25%
Honors agreements	4.00	2	29%	4.11	4	21%
Handles disputes/problems effectively	4.33	1	17%	3.65	6	25%
Communicates consistently with faculty	4.57	1	14%	4.10	4	15%
Articulates clear criteria for allocation of resources	4.00	2	14%	3.55	3	30%

Table 4: Atmosphere of Primary Unit

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

Atmosphere Questions	WSOM Women			WSOM Men		
	Mean	Rank	% Who Disagree	Mean	Rank	% Who Disagree
My colleagues value my research/scholarship.	3.50	8	33%	3.44	8	22%
I am satisfied with opportunities to collaborate with faculty in my primary department/school.	3.29	6	29%	3.84	2	16%
I am satisfied with opportunities to collaborate with faculty in other units at my institution.	3.00	11	50%	3.68	6	16%
Interdisciplinary research is recognized and rewarded by my department/unit.	3.33	5	33%	3.47	2	21%
I have a voice in the decision-making that affects the direction of my department/unit.	4.14	1	14%	3.90	2	15%
My chair/director/dean creates a collegial and supportive environment.	4.43	1	0%	4.00	3	21%
My chair/director/dean helps me obtain the resources I need.	4.00	1	14%	3.89	2	16%
I can navigate the unwritten rules concerning how one is to conduct oneself as a faculty member.	4.14	2	14%	4.30	2	5%
My department/unit is a good fit for me.	4.71	2	0%	3.95	5	15%
My department/unit is a place where individual faculty may comfortably raise personal and/or family responsibilities when scheduling departmental/unit obligations.	4.00	4	14%	4.35	3	10%
I feel excluded from an informal network in my department/unit.	2.29	5	71%	2.40	3	65%
I have to work harder than some of my colleagues to be perceived as a legitimate scholar.	3.50	9	17%	2.22	1	61%