

Faculty Climate Survey: 2014 Results

The *Faculty Climate Survey* was administered in January and February 2014 to Board-appointed faculty at the rank of instructor and above who were hired before April 2013.¹ The survey is a follow-up to the *2010 Faculty Climate Survey*. Questions covered a range of topics including satisfaction, stress, workload, work environment, leadership, support, resources, tenure criteria, and retention. This report presents the results of the 2014 survey.



Table 1 provides the response rate for each college/school. Results for Medicine-Clinical should be interpreted with caution due to a low response rate (18%). Appendix A provides a list of departments that were included in: Arts, Humanities, and Social Sciences; Math and Natural Sciences; Basic Sciences; and Clinical.

Table 1. Response Rate by College/School	Total N	Respondent N	Response Rate
Applied Social Sciences	29	28	97%
Arts and Sciences - Arts, Humanities and Social Sciences	151	107	71%
Arts and Sciences - Math and Natural Sciences	94	61	65%
Dental Medicine	70	30	43%
Engineering	115	57	50%
Law	44	22	50%
Management	64	31	48%
Medicine - Basic Sciences	464	175	38%
Medicine - Clinical	1,808	334	18%
Nursing	82	57	70%
Physical Education and Athletics	21	19	90%
Total	2,942	921	31%
Total excluding Medicine - Clinical	1,134	587	52%

¹ Thirty-one percent (31%, 921/2,942) of faculty members answered at least 20% of the survey questions. Compared to their peers, women (38% vs. 28% of men) and tenure-track/tenured faculty (58% vs. 18% faculty who are non-tenure-track) were significantly more likely to complete at least 20% of the survey ($p < 0.05$). No significant differences existed in responses rates by race/ethnicity. Groups with fewer than five responses were marked not applicable/not available (n/a).

Quality of Faculty Life

Table 2. Quality of Faculty Life	Response	All Faculty	CAS – A,H,SS	CAS – M,NS	DNT	ENG	LAW	MED – Basic Sciences	MED – Clinical	MGT	NUR	PE	SAS
If you were to begin your career again, would you still want to be a faculty member?	Definitely/ Probably Yes	86%	89%	93%	89%	91%	100%	85%	83%	90%	76%	84%	100%
If you could decide all over again whether to be a faculty member at CWRU, what would you decide?	I would choose to come to CWRU	60%	55%	60%	79%	70%	58%	53%	58%	50%	70%	74%	75%
How satisfied are you with being a faculty member at CWRU?	Somewhat/ Very Satisfied	70%	75%	77%	88%	88%	79%	62%	62%	84%	81%	74%	79%
Overall, how satisfied are you with the ways in which your role as a faculty member at CWRU and your life outside of CWRU fit together?	Somewhat/ Very Satisfied	63%	59%	68%	83%	68%	68%	61%	60%	77%	59%	68%	71%
While at CWRU, do you feel as though you have received adequate mentoring?	Yes	53%	58%	61%	50%	59%	67%	60%	48%	42%	60%	19%	52%
Overall, how would you rate the reasonableness of your workload?	About right	54%	58%	57%	57%	47%	77%	61%	51%	61%	44%	58%	43%
CWRU is a comfortable place for me as a faculty member.	Somewhat/ Strongly Agree	83%	83%	86%	89%	93%	80%	77%	83%	90%	81%	89%	93%
In the next three years, how likely are you to leave Case Western Reserve University?	Somewhat/ Very Likely	28%	24%	19%	10%	27%	21%	33%	30%	24%	39%	47%	18%

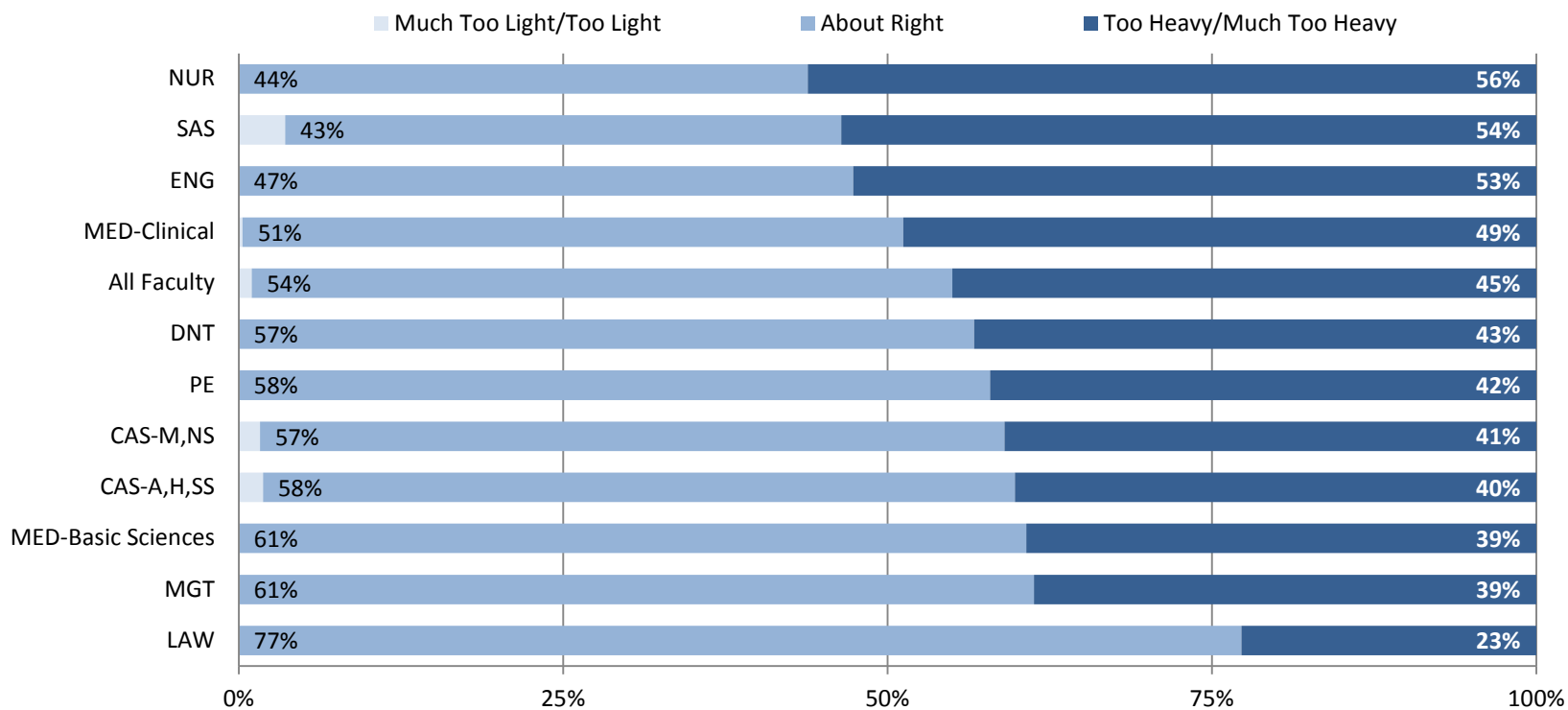
Satisfaction with Resources, Services and Responsibilities

Table 3. How satisfied are you with each of the following? (Somewhat/Very Satisfied)	All Faculty	CAS - A,H,SS	CAS - M,NS	DNT	ENG	LAW	MED - Basic Sciences	MED - Clinical	MGT	NUR	PE	SAS
Resources to support teaching	51%	58%	71%	88%	56%	83%	46%	37%	71%	63%	26%	82%
Resources to support research and scholarship	47%	51%	52%	78%	41%	57%	44%	41%	52%	68%	11%	79%
Library resources	77%	44%	68%	100%	69%	96%	79%	84%	87%	85%	75%	92%
Office space	74%	68%	79%	79%	88%	87%	76%	69%	100%	58%	53%	96%
Computing resources	73%	65%	72%	93%	67%	73%	73%	75%	76%	78%	65%	63%
Benefits package	69%	67%	70%	87%	64%	68%	68%	63%	81%	80%	74%	67%
Teaching responsibilities	69%	77%	77%	90%	75%	91%	62%	64%	74%	70%	61%	78%
Advising responsibilities	67%	63%	66%	85%	65%	82%	64%	66%	70%	65%	n/a	82%
Computing support staff	67%	65%	55%	87%	66%	57%	64%	69%	83%	78%	67%	48%
Quality of graduate students	66%	58%	37%	73%	58%	74%	61%	75%	81%	76%	n/a	81%
Technical and research staff	64%	50%	55%	82%	58%	100%	68%	61%	60%	78%	67%	68%
Availability of nearby parking	64%	57%	67%	71%	73%	61%	62%	63%	73%	54%	53%	92%
Clinical responsibilities	62%	24%	n/a	76%	n/a	n/a	47%	67%	80%	54%	n/a	n/a
Lab or research space	61%	42%	72%	53%	70%	n/a	69%	56%	82%	42%	n/a	71%
Classroom space	60%	51%	75%	77%	64%	87%	61%	59%	87%	20%	47%	79%
Clerical and administrative staff	58%	62%	63%	81%	49%	100%	55%	53%	77%	61%	33%	56%
Committee and administrative responsibilities	56%	53%	46%	67%	54%	68%	52%	56%	61%	64%	77%	57%
Salary	53%	41%	48%	63%	51%	76%	52%	58%	57%	41%	47%	61%
Time available for scholarly work	46%	49%	37%	67%	49%	75%	49%	40%	59%	45%	n/a	56%
Access to teaching assistants	43%	53%	54%	64%	40%	56%	36%	30%	68%	33%	0%	54%
Support for securing grants	43%	43%	36%	74%	50%	33%	46%	37%	20%	65%	n/a	55%
Other resources to support research	40%	35%	36%	76%	33%	53%	37%	39%	37%	56%	n/a	57%
Start-up funds	41%	59%	41%	53%	44%	100%	38%	30%	50%	40%	20%	67%

Workload

Table 4. During an academic year, how many hours is your typical work week? ²	All Faculty	CAS-A,H,SS	CAS-M,NS	DNT	ENG	LAW	MED-Basic Sciences	MED-Clinical	MGT	NUR	PE	SAS
Professors	60	50	55	55	60	55	60	60	56	60	n/a	55
Associate Professors	55	51	50	45	60	n/a	58	60	65	56	n/a	55
Assistant Professors	55	50	60	45	62	n/a	60	55	60	50	n/a	50
Instructors	50	50	63	n/a	n/a	n/a	50	60	n/a	50	60	n/a
All Faculty	55	50	55	45	60	55	60	60	59	50	60	55

Figure 1. Overall, how would you rate the reasonableness of your workload?



² Includes faculty who are assigned at less than 1.0 full-time equivalent (FTE).

Sources of Stress

Table 5. To what extent have the following been a source of stress for you over the past 12 months? (To a Great Extent)	All Faculty	CAS-A,H,SS	CAS-M,NS	DNT	ENG	LAW	MED-Basic Sciences	MED-Clinical	MGT	NUR	PE	SAS
Securing funding for research	51%	24%	54%	24%	65%	0%	72%	50%	14%	54%	n/a	27%
Scholarly productivity	32%	34%	37%	24%	32%	16%	39%	28%	43%	39%	0%	25%
Clinical responsibilities	30%	0%	n/a	17%	n/a	n/a	10%	38%	0%	9%	60%	n/a
Departmental or campus politics	28%	34%	23%	19%	11%	41%	29%	32%	23%	21%	47%	27%
Managing a research group/grant	26%	19%	34%	18%	30%	20%	28%	27%	0%	15%	n/a	29%
Review/promotion process	21%	21%	17%	19%	9%	13%	19%	23%	54%	29%	7%	11%
Managing household responsibilities	19%	25%	22%	23%	13%	32%	12%	19%	20%	18%	11%	13%
Childcare	17%	31%	28%	26%	14%	8%	11%	15%	11%	13%	20%	9%
Committee/administrative responsibilities	16%	29%	15%	14%	20%	29%	13%	10%	28%	18%	20%	18%
Caregiving	13%	13%	14%	15%	6%	21%	13%	12%	11%	22%	0%	31%
Cost of living	13%	22%	12%	28%	11%	9%	13%	8%	10%	18%	32%	7%
Teaching responsibilities	12%	14%	22%	10%	19%	9%	8%	6%	32%	22%	0%	18%
Advising responsibilities	7%	12%	8%	8%	13%	5%	3%	5%	15%	13%	0%	4%
Timing of departmental meetings/functions	7%	10%	3%	10%	9%	0%	2%	10%	6%	11%	0%	11%
Personal health	6%	8%	3%	3%	9%	0%	7%	6%	10%	7%	12%	4%

Work Environment

Table 6. Please indicate your agreement or disagreement with the following statements about the unit of your primary faculty appointment. (Somewhat/Strongly Agree)	All Faculty	CAS - A,H,SS	CAS - M,NS	DNT	ENG	LAW	MED - Basic Sciences	MED - Clinical	MGT	NUR	PE	SAS
My department/unit is a good fit for me.	75%	70%	77%	82%	84%	77%	70%	72%	84%	80%	84%	86%
I can navigate the unwritten rules concerning how one is to conduct oneself as a faculty member.	70%	76%	70%	73%	77%	77%	68%	67%	71%	61%	65%	89%
My colleagues value my research/scholarship.	67%	61%	68%	77%	84%	55%	72%	65%	66%	59%	43%	72%
I feel that the climate and opportunities for female faculty in my department/unit are at least as good as those for male faculty.	66%	77%	78%	74%	81%	67%	67%	57%	60%	70%	71%	59%
My department/unit is a place where individual faculty may comfortably raise personal and/or family responsibilities when scheduling departmental/unit obligations.	65%	74%	66%	68%	76%	67%	58%	64%	62%	53%	81%	70%
My chair/director/dean creates a collegial and supportive environment.	62%	73%	62%	79%	80%	50%	54%	59%	83%	51%	44%	79%
I am satisfied with opportunities to collaborate with faculty in my primary department/unit.	62%	48%	57%	72%	79%	68%	64%	61%	58%	65%	53%	78%
I feel that the climate and opportunities for minority faculty in my department/unit are at least as good as those for nonminority faculty.	62%	54%	70%	71%	78%	60%	60%	58%	71%	65%	59%	64%
I am satisfied with opportunities to collaborate with faculty in other units at CWRU.	59%	48%	58%	68%	84%	44%	73%	51%	50%	63%	40%	63%

Table 6. Please indicate your agreement or disagreement with the following statements about the unit of your primary faculty appointment. (Somewhat/Strongly Agree)	All Faculty	CAS - A,H,SS	CAS - M,NS	DNT	ENG	LAW	MED - Basic Sciences	MED - Clinical	MGT	NUR	PE	SAS
I have a voice in the decision-making that affects the direction of my department/unit.	56%	71%	62%	59%	80%	50%	45%	46%	77%	61%	58%	79%
Interdisciplinary research is recognized and rewarded by my department/unit.	55%	58%	61%	60%	69%	37%	63%	47%	45%	64%	0%	54%
My chair/director/dean helps me obtain the resources I need.	53%	64%	51%	68%	55%	62%	44%	50%	65%	50%	27%	65%
I have to work harder than some of my colleagues to be perceived as a legitimate scholar.	32%	32%	21%	38%	18%	56%	37%	33%	14%	33%	45%	31%
I feel excluded from an informal network in my department/unit.	25%	18%	14%	27%	14%	50%	24%	25%	23%	36%	33%	37%

Leadership of the Dean

Table 7. My dean... (Somewhat/Strongly Agree)	All Faculty	CAS – A,H,SS	CAS – M,NS	DNT	ENG	LAW	MED – Basic Sciences	MED – Clinical	MGT	NUR	PE	SAS
Maintains high academic standards	72%	81%	86%	85%	82%	69%	56%	73%	40%	78%	75%	86%
Shows commitment to diversity	66%	80%	87%	89%	89%	56%	48%	60%	47%	60%	50%	82%
Is an effective administrator	63%	80%	85%	82%	84%	53%	46%	58%	40%	65%	78%	68%
Articulates clear criteria for tenure/ promotion/evaluation	62%	83%	81%	78%	64%	36%	46%	60%	29%	70%	57%	85%
Articulates a clear vision	61%	75%	64%	89%	82%	53%	42%	60%	52%	67%	56%	54%
Communicates consistently with faculty	60%	74%	73%	82%	76%	50%	40%	56%	42%	72%	78%	74%
Honors agreements	60%	80%	79%	81%	83%	47%	40%	51%	45%	61%	44%	82%
Treats faculty in an even-handed way	51%	74%	71%	75%	72%	38%	26%	45%	47%	41%	75%	71%
Is open to constructive criticism	47%	64%	61%	77%	74%	38%	22%	41%	47%	45%	50%	81%
Handles disputes/problems effectively	46%	70%	67%	68%	67%	29%	27%	38%	43%	40%	44%	67%
Articulates clear criteria for allocation of resources	45%	62%	54%	65%	56%	43%	23%	40%	39%	56%	38%	68%

Leadership of the Department Chair³

Table 8. My department chair... (Somewhat/Strong Agree)	All Faculty	CAS – A,H,SS	CAS – M,NS	DNT	ENG	MED – Basic Sciences	MED – Clinical	MGT	NUR
Maintains high academic standards	78%	74%	68%	71%	87%	84%	75%	83%	80%
Is an effective administrator	66%	77%	51%	63%	63%	60%	67%	76%	65%
Articulates clear criteria for tenure/promotion/evaluation	66%	74%	66%	54%	67%	63%	65%	52%	68%
Shows commitment to diversity	68%	76%	84%	72%	84%	58%	65%	62%	79%
Is open to constructive criticism	59%	68%	46%	67%	75%	51%	56%	68%	73%
Treats faculty in an even-handed way	62%	72%	42%	58%	81%	53%	62%	72%	70%
Honors agreements	69%	85%	64%	61%	84%	70%	60%	76%	83%
Disputes/problems effectively	56%	67%	47%	50%	67%	45%	52%	79%	76%
Communicates consistently with faculty	63%	73%	54%	50%	73%	60%	61%	72%	69%
Gives me useful feedback about my performance	60%	54%	59%	50%	65%	61%	59%	54%	69%
Involves me in relevant decision-making processes	61%	76%	67%	64%	75%	55%	53%	69%	73%
Articulates clear criteria for allocation of resources	52%	66%	44%	50%	53%	50%	49%	62%	61%

³ LAW, PE and SAS do not have a departmental structure and are excluded due to low response rates.

Mentoring

Table 9. Mentoring Experiences	All Faculty	CAS-A,H,SS	CAS-M,NS	DNT	ENG	LAW	MED-Basic Sciences	MED-Clinical	MGT	NUR	PE	SAS
Received adequate mentoring while at CWRU												
Professors	61%	61%	52%	67%	55%	71%	69%	60%	n/a	71%	n/a	44%
Associate Professors	53%	57%	67%	36%	53%	n/a	53%	40%	75%	50%	n/a	29%
Assistant Professors	48%	63%	78%	56%	78%	n/a	57%	45%	33%	47%	n/a	86%
Instructors	50%	40%	n/a	n/a	n/a	n/a	57%	42%	n/a	77%	25%	n/a
All Faculty	54%	58%	61%	50%	59%	67%	60%	48%	42%	60%	19%	52%
Have had one or more formal mentors through programs administered by the university	41%	66%	47%	52%	39%	42%	37%	30%	37%	70%	11%	43%
Served as a mentor for another faculty member	70%	74%	69%	69%	75%	68%	73%	68%	63%	74%	32%	79%

Tenure Criteria (Tenure and Tenure-Track Faculty)

Figure 2. Do you agree that the criteria for tenure are clearly communicated?

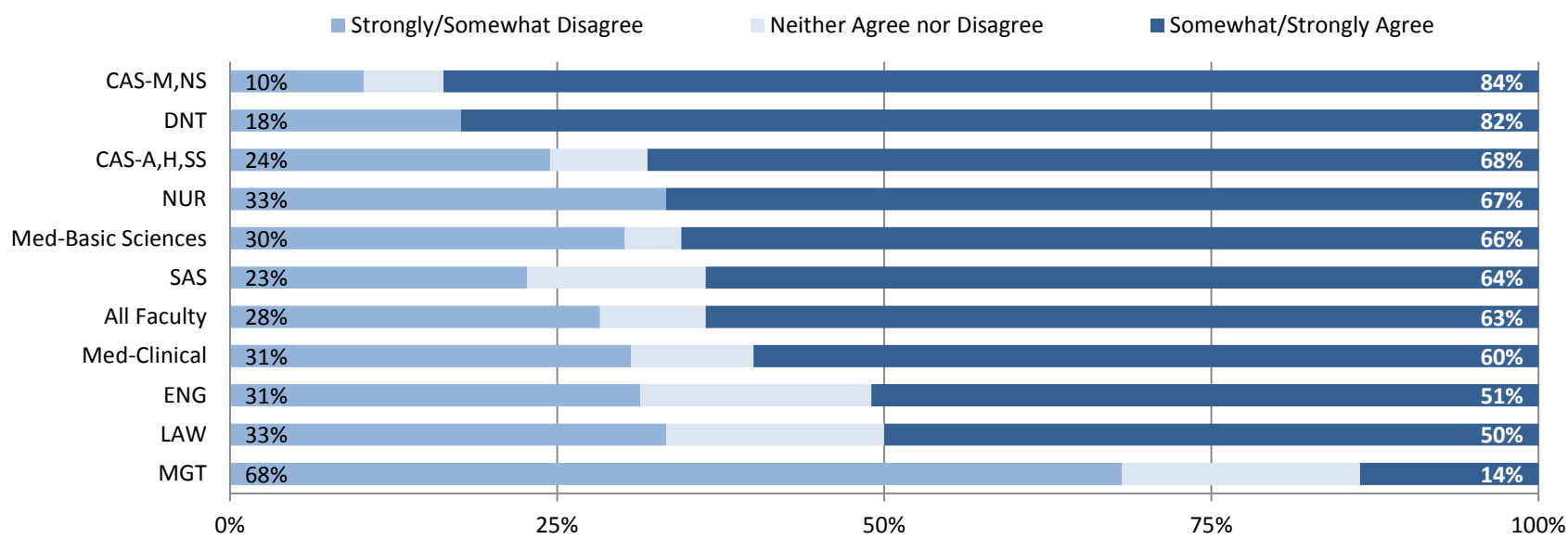


Table 10. Extent to Which Criteria in the Tenure Process are “Highly Valued”⁴	All Faculty	CAS-A,H,SS	CAS-M,NS	DNT	ENG	LAW	MED-Basic Sciences	MED-Clinical	MGT	NUR	SAS
Research/scholarly work	90%	90%	98%	94%	92%	92%	83%	93%	75%	100%	100%
Obtaining grants/funding	80%	41%	69%	88%	92%	n/a	97%	100%	25%	100%	73%
Assessment by peers outside of CWRU	71%	82%	96%	44%	82%	64%	57%	72%	55%	24%	82%
Professional reputation	64%	62%	83%	56%	80%	36%	57%	68%	43%	50%	73%
Teaching contributions	25%	31%	34%	47%	18%	25%	11%	26%	29%	17%	55%
Fit with the department’s/school’s mission	22%	16%	12%	38%	38%	0%	25%	17%	25%	33%	32%
Collegiality	15%	16%	18%	19%	21%	25%	11%	12%	10%	11%	9%
Service	12%	13%	6%	29%	12%	8%	6%	19%	14%	11%	14%
Clinical work	11%	9%	n/a	29%	n/a	n/a	14%	13%	n/a	0%	0%
Table 11. Extent to Which Criteria in the Tenure Process are “Valued Appropriately”											
Research/scholarly work	71%	79%	88%	63%	80%	67%	63%	77%	33%	61%	59%
Obtaining grants/funding	49%	54%	69%	64%	59%	n/a	31%	47%	80%	39%	43%
Assessment by peers outside CWRU	75%	78%	80%	80%	76%	64%	78%	77%	48%	63%	60%
Professional reputation	72%	70%	77%	67%	75%	75%	71%	75%	48%	71%	86%
Teaching contributions	44%	49%	61%	38%	45%	50%	33%	49%	19%	33%	52%
Fit with the department’s/school’s mission	67%	72%	69%	60%	77%	64%	61%	64%	58%	67%	81%
Collegiality	50%	51%	65%	53%	64%	58%	46%	32%	40%	41%	71%
Service	47%	54%	69%	38%	56%	50%	34%	54%	24%	39%	43%
Clinical work	38%	15%	n/a	43%	n/a	n/a	61%	26%	n/a	17%	56%

⁴ Physical Education and Athletics has no tenure-line faculty.

Table 12. Tenure Process Adjustments		All Faculty	CAS-A,H,SS	CAS-M,NS	DNT	ENG	LAW	MED-Basic Sciences	MED-Clinical	MGT	NUR	SAS
At any time since you started working at Case Western Reserve, have you received relief from teaching or other workload duties for personal reasons?	Marked Yes	99	28	14	2	13	3	18	12	2	5	2
	N	480	94	51	18	51	13	116	75	22	18	22
	%	21%	30%	27%	11%	25%	23%	16%	16%	9%	28%	9%
How supportive was your primary academic unit concerning your relief from teaching or other workload duties? (Somewhat/Very Supportive)		80%	82%	85%	n/a	92%	n/a	77%	67%	n/a	80%	n/a
At any time since you started working at CWRU, have you had your tenure clock slowed or stopped for personal reasons?	Marked Yes	53	17	7	3	4	2	9	7	3	1	0
	N	477	95	51	18	51	12	115	73	22	18	22
	%	11%	18%	14%	17%	8%	17%	8%	10%	14%	6%	0%
How supportive was your primary academic unit concerning your having your tenure clock stopped or slowed? (Somewhat/Very Supportive)		81%	75%	100%	n/a	n/a	n/a	67%	72%	n/a	n/a	n/a

Outside Job Offers

Table 13. In the last five years, while at CWRU, have you received a formal or informal outside job offer that you took to your department/unit chair/dean?	All Faculty	CAS-A,H,SS	CAS-M,NS	DNT	ENG	LAW	MED-Basic Sciences	MED-Clinical	MGT	NUR	PE	SAS
Number who marked “yes”	142	16	9	8	8	5	24	51	0	11	6	4
Number of faculty who responded to the question	855	101	58	29	56	19	161	303	28	53	19	28
Percentage who marked “yes”	17%	16%	16%	28%	14%	26%	15%	17%	0%	21%	32%	14%
Adjustments made as a result (%)												
Salary	36%	56%	44%	25%	25%	20%	42%	39%	n/a	9%	33%	n/a
Course load	3%	13%	0%	0%	0%	0%	0%	2%	n/a	9%	0%	n/a
Administrative responsibilities	9%	0%	0%	25%	0%	20%	4%	16%	n/a	0%	17%	n/a
Leave time	1%	6%	0%	13%	0%	0%	0%	0%	n/a	0%	0%	n/a
Summer salary	3%	6%	0%	0%	13%	20%	0%	2%	n/a	0%	0%	n/a
Special timing of the tenure clock	1%	0%	0%	13%	0%	0%	0%	0%	n/a	0%	0%	n/a
Equipment/laboratory/research start-up	11%	13%	33%	0%	0%	0%	29%	6%	n/a	0%	0%	n/a
Employment for spouse/partner	3%	6%	11%	0%	25%	0%	0%	0%	n/a	0%	0%	n/a
Other	13%	25%	33%	0%	25%	20%	17%	4%	n/a	9%	17%	n/a
None	54%	38%	22%	38%	38%	60%	54%	59%	n/a	82%	50%	n/a

Retention

Figure 3. In the next three years, how likely are you to leave CWRU?

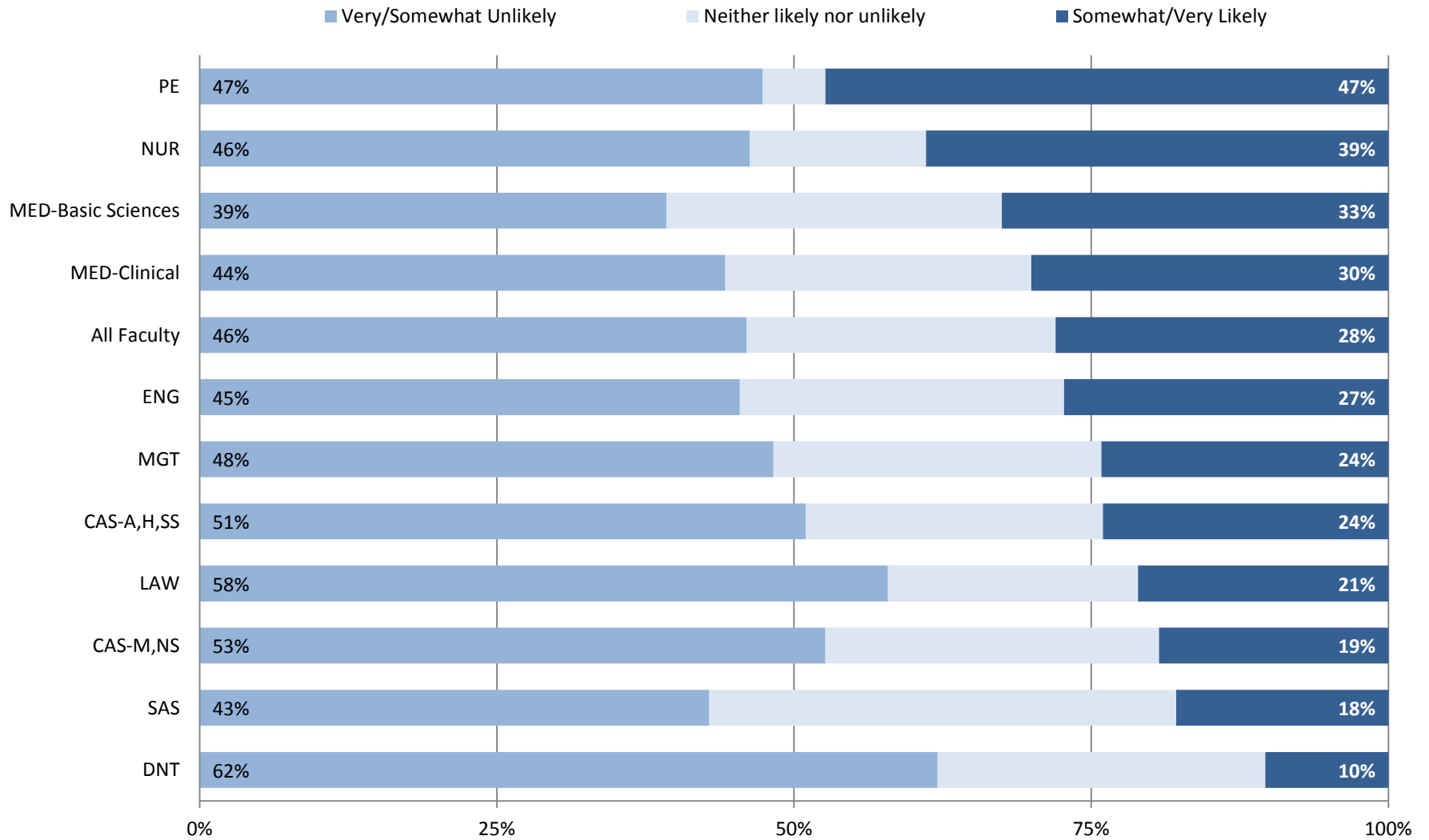


Table 14. To what extent, if at all, have you considered the following as reasons to leave? (To a Great Extent)	All Faculty	CAS-A,H, SS	CAS-M,NS	DNT	ENG	LAW	MED-Basic Sciences	MED-Clinical	MGT	NUR	PE	SAS
Enhance career in other ways	43%	46%	30%	52%	27%	44%	45%	47%	41%	41%	42%	31%
Find a more supportive work environment	35%	38%	25%	22%	22%	22%	37%	39%	42%	43%	37%	19%
Increase salary	29%	44%	27%	38%	18%	28%	25%	21%	19%	58%	63%	35%
Reduce stress	21%	31%	7%	13%	10%	6%	20%	24%	17%	35%	24%	12%
Increase time to do research	18%	28%	25%	0%	16%	6%	17%	17%	32%	7%	n/a	8%
Improve tenure prospects	14%	11%	6%	23%	13%	22%	17%	13%	17%	15%	50%	13%
Retirement	11%	10%	14%	16%	8%	11%	10%	12%	8%	19%	0%	9%
Improve the employment situation of spouse/ partner	9%	18%	16%	0%	11%	6%	5%	8%	4%	8%	17%	13%
Address other family-related issues	7%	4%	8%	9%	9%	6%	5%	9%	14%	3%	0%	4%
Pursue a nonacademic job	6%	6%	2%	5%	2%	6%	6%	6%	4%	11%	0%	8%
Address child-related issues	4%	0%	0%	11%	4%	0%	3%	6%	0%	3%	0%	0%
Lower cost of living	3%	7%	4%	4%	0%	0%	1%	3%	0%	5%	0%	0%

For **additional information** about this report, please contact Dr. Lynn Singer, Deputy Provost and Vice President for Academic Affairs, at (216) 368-1610 or Lynn.Singer@Case.edu.

APPENDIX A: Departments in Arts and Sciences and Medicine

Arts and Sciences – Arts, Humanities, and Social Sciences

Anthropology	English	Political Science
Art History and Art	History	Psychological Sciences
Classics	Modern Languages and Literatures	Religious Studies
Cognitive Science	Music	Sociology
Dance	Philosophy	Theater

Arts and Sciences – Math and Natural Sciences

Astronomy	Earth, Environmental, and Planetary Sciences
Biology	Mathematics, Applied Mathematics, and Statistics
Chemistry	Physics

Medicine – Basic Sciences

Anatomy	Epidemiology and Biostatistics	Neurosciences
Biochemistry	Genetics and Genome Sciences	Nutrition
Bioethics	General Medical Sciences	Pathology
Biomedical Engineering ⁱ	Molecular Biology and Microbiology	Pharmacology
Environmental Health Sciences	Molecular Medicine	Physiology and Biophysics

Medicine – Clinical

Anesthesiology	Neurology	Psychiatry
Anesthesiology and Perioperative Medicine	Ophthalmology	Radiation Oncology
Dermatology	Ophthalmology and Visual Sciences	Radiology
Emergency Medicine	Orthopaedics	Reproductive Biology
Family Medicine	Otolaryngology	Surgery
Medicine	Pediatrics	Urology
Neurological Surgery	Physical Medicine and Rehabilitation	
	Plastic Surgery	

ⁱ Includes only those BME faculty with an appointment based in the School of Medicine