

2014 Faculty Climate Survey Results: Dental Medicine

This report is designed to provide insight into the responses on the 2014 CWRU Faculty Climate Survey. The table includes the total number of respondents, mean, standard deviations, and the % of respondents who indicated a particular response.

		CWRU
What is your current rank?	Total (n)	70
	Mean	2.5
	Std Deviation	0.94
	Professor	14%
	Associate Professor	39%
	Assistant Professor	30%
Age	Total (n)	70
	Mean	54.86
	Std Deviation	11.48
Gender	Total (n)	70
	Mean	1.29
	Std Deviation	0.46
	Male	71%
	Female	29%
	Transgender or other	0%
Overall, how satisfied are you being a faculty member at (INSERT INSTITUTION)?	Total (n)	33
	Mean	4.42
	Std Deviation	0.79
	Very dissatisfied	0%
	Somewhat dissatisfied	3%
	Neither satisfied nor dissatisfied	9%
	Somewhat satisfied	30%
	Very satisfied	58%
How satisfied are you with the resources (INSERT INSTITUTION) provides to support your research and scholarship?	Total (n)	32
	Mean	4
	Std Deviation	0.84
	Very dissatisfied	0%
	Somewhat dissatisfied	6%
	Neither satisfied nor dissatisfied	16%
	Somewhat satisfied	50%
	Very satisfied	28%
How satisfied are you with the resources (INSERT INSTITUTION) provides to support your teaching?	Total (n)	32
	Mean	4.19
	Std Deviation	0.74
	Very dissatisfied	0%
	Somewhat dissatisfied	3%
	Neither satisfied nor dissatisfied	9%
	Somewhat satisfied	53%
	Very satisfied	34%

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		CWRU
Please indicate the degree to which you are satisfied with each of the following: Salary	Total (n)	30
	Mean	3.53
	Std Deviation	1.22
	Very dissatisfied	3%
	Somewhat dissatisfied	27%
	Neither satisfied nor dissatisfied	7%
	Somewhat satisfied	40%
	Very satisfied	23%
Please indicate the degree to which you are satisfied with each of the following: Start-up funds	Total (n)	15
	Mean	3.53
	Std Deviation	1.19
	Very dissatisfied	0%
	Somewhat dissatisfied	27%
	Neither satisfied nor dissatisfied	20%
	Somewhat satisfied	27%
	Very satisfied	27%
Please indicate the degree to which you are satisfied with each of the following: Benefits package (e.g., medical, retirement, vacation, etc.)	Total (n)	30
	Mean	4.33
	Std Deviation	0.80
	Very dissatisfied	0%
	Somewhat dissatisfied	3%
	Neither satisfied nor dissatisfied	10%
	Somewhat satisfied	37%
	Very satisfied	50%
Please indicate the degree to which you are satisfied with each of the following: Availability of nearby parking	Total (n)	31
	Mean	4.03
	Std Deviation	1.17
	Very dissatisfied	3%
	Somewhat dissatisfied	10%
	Neither satisfied nor dissatisfied	16%
	Somewhat satisfied	23%
	Very satisfied	48%

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		CWRU
Please indicate the degree to which you are satisfied with each of the following: Office space	Total (n)	28
	Mean	4.18
	Std Deviation	1.19
	Very dissatisfied	4%
	Somewhat dissatisfied	11%
	Neither satisfied nor dissatisfied	7%
	Somewhat satisfied	21%
	Very satisfied	57%
Please indicate the degree to which you are satisfied with each of the following: Lab or research space	Total (n)	19
	Mean	3.63
	Std Deviation	1.17
	Very dissatisfied	0%
	Somewhat dissatisfied	21%
	Neither satisfied nor dissatisfied	26%
	Somewhat satisfied	21%
	Very satisfied	32%
Please indicate the degree to which you are satisfied with each of the following: Classroom space	Total (n)	26
	Mean	4
	Std Deviation	1.02
	Very dissatisfied	4%
	Somewhat dissatisfied	4%
	Neither satisfied nor dissatisfied	15%
	Somewhat satisfied	42%
	Very satisfied	35%
Please indicate the degree to which you are satisfied with each of the following: Library resources	Total (n)	30
	Mean	4.63
	Std Deviation	0.49
	Very dissatisfied	0%
	Somewhat dissatisfied	0%
	Neither satisfied nor dissatisfied	0%
	Somewhat satisfied	37%
	Very satisfied	63%
Please indicate the degree to which you are satisfied with each of the following: Computing resources	Total (n)	29
	Mean	4.45
	Std Deviation	0.63
	Very dissatisfied	0%
	Somewhat dissatisfied	0%
	Neither satisfied nor dissatisfied	7%
	Somewhat satisfied	41%
	Very satisfied	52%

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		CWRU
Please indicate the degree to which you are satisfied with each of the following: Clerical and administrative staff	Total (n)	31
	Mean	3.97
	Std Deviation	1.05
	Very dissatisfied	3%
	Somewhat dissatisfied	10%
	Neither satisfied nor dissatisfied	7%
	Somewhat satisfied	48%
	Very satisfied	32%
Please indicate the degree to which you are satisfied with each of the following: Technical and research staff	Total (n)	22
	Mean	4.05
	Std Deviation	1.00
	Very dissatisfied	0%
	Somewhat dissatisfied	14%
	Neither satisfied nor dissatisfied	5%
	Somewhat satisfied	46%
	Very satisfied	36%
Please indicate the degree to which you are satisfied with each of the following: Support for securing grants	Total (n)	19
	Mean	3.89
	Std Deviation	0.81
	Very dissatisfied	0%
	Somewhat dissatisfied	5%
	Neither satisfied nor dissatisfied	21%
	Somewhat satisfied	53%
	Very satisfied	21%
Please indicate the degree to which you are satisfied with each of the following: Other resources to support research	Total (n)	21
	Mean	4
	Std Deviation	0.95
	Very dissatisfied	0%
	Somewhat dissatisfied	10%
	Neither satisfied nor dissatisfied	14%
	Somewhat satisfied	43%
	Very satisfied	33%

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		CWRU
Please indicate the degree to which you are satisfied with each of the following: Teaching responsibilities	Total (n)	29
	Mean	4.48
	Std Deviation	0.79
	Very dissatisfied	0%
	Somewhat dissatisfied	3%
	Neither satisfied nor dissatisfied	7%
	Somewhat satisfied	28%
	Very satisfied	62%
Please indicate the degree to which you are satisfied with each of the following: Access to teaching assistants	Total (n)	14
	Mean	3.79
	Std Deviation	0.89
	Very dissatisfied	0%
	Somewhat dissatisfied	7%
	Neither satisfied nor dissatisfied	29%
	Somewhat satisfied	43%
	Very satisfied	21%
Please indicate the degree to which you are satisfied with each of the following: Advising responsibilities	Total (n)	26
	Mean	4.31
	Std Deviation	0.74
	Very dissatisfied	0%
	Somewhat dissatisfied	0%
	Neither satisfied nor dissatisfied	15%
	Somewhat satisfied	39%
	Very satisfied	46%
Please indicate the degree to which you are satisfied with each of the following: Quality of graduate/professional students	Total (n)	26
	Mean	4.23
	Std Deviation	1.03
	Very dissatisfied	0%
	Somewhat dissatisfied	8%
	Neither satisfied nor dissatisfied	19%
	Somewhat satisfied	15%
	Very satisfied	58%
Please indicate the degree to which you are satisfied with each of the following: Time available for scholarly work	Total (n)	27
	Mean	3.78
	Std Deviation	1.28
	Very dissatisfied	7%
	Somewhat dissatisfied	11%
	Neither satisfied nor dissatisfied	15%
	Somewhat satisfied	30%
	Very satisfied	37%

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		CWRU
Please indicate the degree to which you are satisfied with each of the following: Committee and administrative responsibilities	Total (n)	30
	Mean	3.83
	Std Deviation	1.21
	Very dissatisfied	7%
	Somewhat dissatisfied	7%
	Neither satisfied nor dissatisfied	20%
	Somewhat satisfied	30%
	Very satisfied	37%
Please indicate the degree to which you are satisfied with each of the following: Clinical responsibilities	Total (n)	25
	Mean	4.28
	Std Deviation	1.06
	Very dissatisfied	4%
	Somewhat dissatisfied	0%
	Neither satisfied nor dissatisfied	20%
	Somewhat satisfied	16%
	Very satisfied	60%
Overall, how would you rate the reasonableness of your workload?	Total (n)	32
	Mean	3.44
	Std Deviation	0.56
	Much too light	0%
	Too light	0%
	About right	59%
	Too heavy	38%
	Much too heavy	3%
During an academic year, how many hours is your typical work week?	Total (n)	29
	Mean	42.24
	Std Deviation	17.20
Please indicate the extent to which each of the following has been a source of stress for you over the past twelve months: Scholarly productivity	Total (n)	25
	Mean	2.08
	Std Deviation	0.64
	Not at all	16%
	Somewhat	60%
	Extensive	24%

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		CWRU
Please indicate the extent to which each of the following has been a source of stress for you over the past twelve months: Teaching responsibilities (stress)	Total (n)	29
	Mean	1.72
	Std Deviation	0.65
	Not at all	38%
	Somewhat	52%
	Extensive	10%
Please indicate the extent to which each of the following has been a source of stress for you over the past twelve months: Advising responsibilities (stress)	Total (n)	24
	Mean	1.38
	Std Deviation	0.65
	Not at all	71%
	Somewhat	21%
	Extensive	8%
Please indicate the extent to which each of the following has been a source of stress for you over the past twelve months: Clinical responsibilities (stress)	Total (n)	23
	Mean	1.65
	Std Deviation	0.78
	Not at all	52%
	Somewhat	30%
	Extensive	17%
Please indicate the extent to which each of the following has been a source of stress for you over the past twelve months: Securing funding for research	Total (n)	17
	Mean	1.82
	Std Deviation	0.81
	Not at all	41%
	Somewhat	35%
	Extensive	24%
Please indicate the extent to which each of the following has been a source of stress for you over the past twelve months: Committee and/or administrative responsibilities	Total (n)	29
	Mean	1.83
	Std Deviation	0.66
	Not at all	31%
	Somewhat	55%
	Extensive	14%
Please indicate the extent to which each of the following has been a source of stress for you over the past twelve months: Managing a research group or grant (e.g., finances, personnel)	Total (n)	17
	Mean	1.88
	Std Deviation	0.70
	Not at all	29%
	Somewhat	53%
	Extensive	18%
Please indicate the extent to which each of the following has been a source of stress for you over the past twelve months: Timing of departmental meetings and functions	Total (n)	30
	Mean	1.87
	Std Deviation	0.57
	Not at all	23%
	Somewhat	67%
	Extensive	10%

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		CWRU
Please indicate the extent to which each of the following has been a source of stress for you over the past twelve months: Review/ promotion process	Total (n)	26
	Mean	1.88
	Std Deviation	0.71
	Not at all	31%
	Somewhat	50%
	Extensive	19%
Please indicate the extent to which each of the following has been a source of stress for you over the past twelve months: Departmental or campus politics	Total (n)	27
	Mean	1.89
	Std Deviation	0.70
	Not at all	30%
	Somewhat	52%
	Extensive	19%
Please indicate the extent to which each of the following has been a source of stress for you over the past twelve months: Managing household responsibilities	Total (n)	30
	Mean	1.87
	Std Deviation	0.78
	Not at all	37%
	Somewhat	40%
	Extensive	23%
Please indicate the extent to which each of the following has been a source of stress for you over the past twelve months: Childcare	Total (n)	19
	Mean	1.89
	Std Deviation	0.81
	Not at all	37%
	Somewhat	37%
	Extensive	26%
Please indicate the extent to which each of the following has been a source of stress for you over the past twelve months: Care of someone who is ill, disabled, aging, and/ or in need of special services	Total (n)	13
	Mean	1.54
	Std Deviation	0.78
	Not at all	62%
	Somewhat	23%
	Extensive	15%
Please indicate the extent to which each of the following has been a source of stress for you over the past twelve months: Your health	Total (n)	30
	Mean	1.6
	Std Deviation	0.56
	Not at all	43%
	Somewhat	53%
	Extensive	3%
Please indicate the extent to which each of the following has been a source of stress for you over the past twelve months: Cost of living	Total (n)	29
	Mean	1.97
	Std Deviation	0.78
	Not at all	31%
	Somewhat	41%
	Extensive	28%

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		CWRU
My colleagues value my research/ scholarship.	Total (n)	26
	Mean	3.88
	Std Deviation	0.95
	Strongly disagree	4%
	Somewhat disagree	4%
	Neither agree nor disagree	15%
	Somewhat agree	54%
	Strongly agree	23%
I am satisfied with opportunities to collaborate with faculty in my primary department/ unit.	Total (n)	29
	Mean	3.86
	Std Deviation	1.30
	Strongly disagree	7%
	Somewhat disagree	14%
	Neither agree nor disagree	7%
	Somewhat agree	31%
	Strongly agree	41%
I am satisfied with opportunities to collaborate with faculty in other units at my Institution.	Total (n)	28
	Mean	3.86
	Std Deviation	1.04
	Strongly disagree	0%
	Somewhat disagree	14%
	Neither agree nor disagree	18%
	Somewhat agree	36%
	Strongly agree	32%
Interdisciplinary research is recognized and rewarded by my department/ unit.	Total (n)	25
	Mean	3.92
	Std Deviation	1.22
	Strongly disagree	4%
	Somewhat disagree	8%
	Neither agree nor disagree	28%
	Somewhat agree	12%
	Strongly agree	48%
I have a voice in the decision-making that affects the direction of my department/ unit.	Total (n)	29
	Mean	3.45
	Std Deviation	1.48
	Strongly disagree	17%
	Somewhat disagree	10%
	Neither agree nor disagree	14%
	Somewhat agree	28%
	Strongly agree	31%

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		CWRU
My chair/ director/ dean creates a collegial and supportive environment.	Total (n)	29
	Mean	4.14
	Std Deviation	1.27
	Strongly disagree	10%
	Somewhat disagree	0%
	Neither agree nor disagree	10%
	Somewhat agree	24%
	Strongly agree	55%
My chair/ director/ dean helps me obtain the resources I need.	Total (n)	28
	Mean	3.86
	Std Deviation	1.30
	Strongly disagree	7%
	Somewhat disagree	11%
	Neither agree nor disagree	14%
	Somewhat agree	25%
	Strongly agree	43%
I can navigate the unwritten rules concerning how one is to conduct oneself as a faculty member.	Total (n)	26
	Mean	4.04
	Std Deviation	1.04
	Strongly disagree	0%
	Somewhat disagree	12%
	Neither agree nor disagree	15%
	Somewhat agree	31%
	Strongly agree	42%
My department/ unit is a good fit for me.	Total (n)	28
	Mean	4.36
	Std Deviation	0.95
	Strongly disagree	0%
	Somewhat disagree	7%
	Neither agree nor disagree	11%
	Somewhat agree	21%
	Strongly agree	61%
My department/ unit is a place where individual faculty may comfortably raise personal and/ or family responsibilities when scheduling departmental/ unit responsibilities.	Total (n)	28
	Mean	3.96
	Std Deviation	1.26
	Strongly disagree	4%
	Somewhat disagree	14%
	Neither agree nor disagree	14%
	Somewhat agree	18%
	Strongly agree	50%

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		CWRU
I feel excluded from an informal network in my department/ unit.	Total (n)	26
	Mean	2.81
	Std Deviation	1.30
	Strongly disagree	23%
	Somewhat disagree	12%
	Neither agree nor disagree	39%
	Somewhat agree	15%
	Strongly agree	12%
I have to work harder than some of my colleagues to be perceived as a legitimate scholar.	Total (n)	26
	Mean	2.85
	Std Deviation	1.41
	Strongly disagree	27%
	Somewhat disagree	12%
	Neither agree nor disagree	23%
	Somewhat agree	27%
	Strongly agree	12%
I feel that the climate and opportunities for female faculty are in my department/ unit are at least as good as those for male faculty.	Total (n)	27
	Mean	4.04
	Std Deviation	1.43
	Strongly disagree	11%
	Somewhat disagree	7%
	Neither agree nor disagree	7%
	Somewhat agree	15%
	Strongly agree	59%
I feel that the climate and opportunities for minority faculty are in my department/ unit are at least as good as those for nonminority faculty.	Total (n)	28
	Mean	4.04
	Std Deviation	1.35
	Strongly disagree	7%
	Somewhat disagree	11%
	Neither agree nor disagree	11%
	Somewhat agree	14%
	Strongly agree	57%
My dean maintains high academic standards	Total (n)	27
	Mean	4.22
	Std Deviation	1.09
	Strongly disagree	4%
	Somewhat disagree	7%
	Neither agree nor disagree	4%
	Somewhat agree	33%
	Strongly agree	52%
My dean is an effective administrator	Total (n)	28
	Mean	4.32
	Std Deviation	1.06
	Strongly disagree	4%
	Somewhat disagree	4%
	Neither agree nor disagree	11%

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		CWRU
	Somewhat agree	21%
	Strongly agree	61%
My dean articulates clear criteria for tenure/ promotion/evaluation	Total (n)	27
	Mean	4.26
	Std Deviation	1.06
	Strongly disagree	0%
	Somewhat disagree	11%
	Neither agree nor disagree	11%
	Somewhat agree	19%
	Strongly agree	59%
My dean shows commitment to diversity	Total (n)	28
	Mean	4.39
	Std Deviation	1.17
	Strongly disagree	7%
	Somewhat disagree	4%
	Neither agree nor disagree	0%
	Somewhat agree	21%
	Strongly agree	68%
My dean is open to constructive criticism	Total (n)	26
	Mean	4.23
	Std Deviation	0.91
	Strongly disagree	0%
	Somewhat disagree	4%
	Neither agree nor disagree	19%
	Somewhat agree	27%
	Strongly agree	50%
My dean treats faculty in an even-handed way	Total (n)	28
	Mean	3.96
	Std Deviation	1.40
	Strongly disagree	14%
	Somewhat disagree	0%
	Neither agree nor disagree	11%
	Somewhat agree	25%
	Strongly agree	50%
My dean articulates a clear vision	Total (n)	28
	Mean	4.43
	Std Deviation	1.00
	Strongly disagree	4%
	Somewhat disagree	4%
	Neither agree nor disagree	4%
	Somewhat agree	25%
	Strongly agree	64%

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		CWRU
My dean honors agreements	Total (n)	26
	Mean	4.42
	Std Deviation	0.81
	Strongly disagree	0%
	Somewhat disagree	0%
	Neither agree nor disagree	19%
	Somewhat agree	19%
	Strongly agree	62%
My dean handles disputes/problems effectively	Total (n)	28
	Mean	4.07
	Std Deviation	0.94
	Strongly disagree	0%
	Somewhat disagree	4%
	Neither agree nor disagree	29%
	Somewhat agree	25%
	Strongly agree	43%
My dean communicates consistently with faculty	Total (n)	28
	Mean	4.29
	Std Deviation	0.94
	Strongly disagree	0%
	Somewhat disagree	7%
	Neither agree nor disagree	11%
	Somewhat agree	29%
	Strongly agree	54%
My dean articulates clear criteria for allocation of resources	Total (n)	26
	Mean	3.73
	Std Deviation	1.43
	Strongly disagree	12%
	Somewhat disagree	12%
	Neither agree nor disagree	12%
	Somewhat agree	23%
	Strongly agree	42%
My department chair maintains high academic standards	Total (n)	24
	Mean	4.04
	Std Deviation	1.46
	Strongly disagree	13%
	Somewhat disagree	4%
	Neither agree nor disagree	13%
	Somewhat agree	8%
	Strongly agree	63%

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		CWRU
My department chair is an effective administrator	Total (n)	24
	Mean	3.63
	Std Deviation	1.41
	Strongly disagree	8%
	Somewhat disagree	21%
	Neither agree nor disagree	8%
	Somewhat agree	25%
	Strongly agree	38%
My department chair articulates clear criteria for tenure/promotion/evaluation	Total (n)	24
	Mean	3.67
	Std Deviation	1.49
	Strongly disagree	17%
	Somewhat disagree	0%
	Neither agree nor disagree	29%
	Somewhat agree	8%
	Strongly agree	46%
My department chair shows commitment to diversity	Total (n)	25
	Mean	4.16
	Std Deviation	1.21
	Strongly disagree	4%
	Somewhat disagree	8%
	Neither agree nor disagree	16%
	Somewhat agree	12%
	Strongly agree	60%
My department chair is open to constructive criticism	Total (n)	24
	Mean	3.83
	Std Deviation	1.55
	Strongly disagree	17%
	Somewhat disagree	4%
	Neither agree nor disagree	13%
	Somewhat agree	13%
	Strongly agree	54%
My department chair treats faculty in an even-handed way	Total (n)	24
	Mean	3.63
	Std Deviation	1.56
	Strongly disagree	17%
	Somewhat disagree	8%
	Neither agree nor disagree	17%
	Somewhat agree	13%
	Strongly agree	46%

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		CWRU
My department chair honors agreements	Total (n)	23
	Mean	3.91
	Std Deviation	1.44
	Strongly disagree	13%
	Somewhat disagree	0%
	Neither agree nor disagree	26%
	Somewhat agree	4%
	Strongly agree	57%
My department chair handles disputes/problems effectively	Total (n)	24
	Mean	3.33
	Std Deviation	1.61
	Strongly disagree	21%
	Somewhat disagree	13%
	Neither agree nor disagree	17%
	Somewhat agree	13%
	Strongly agree	38%
My department chair communicates consistently with faculty	Total (n)	24
	Mean	3.46
	Std Deviation	1.38
	Strongly disagree	8%
	Somewhat disagree	21%
	Neither agree nor disagree	21%
	Somewhat agree	17%
	Strongly agree	33%
My department chair gives me useful feedback about my performance	Total (n)	24
	Mean	3.42
	Std Deviation	1.44
	Strongly disagree	13%
	Somewhat disagree	17%
	Neither agree nor disagree	21%
	Somewhat agree	17%
	Strongly agree	33%
My department chair involves me in relevant decision-making processes	Total (n)	25
	Mean	3.56
	Std Deviation	1.39
	Strongly disagree	16%
	Somewhat disagree	4%
	Neither agree nor disagree	16%
	Somewhat agree	36%
	Strongly agree	28%

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		CWRU
My department chair articulates clear criteria for allocation of resources	Total (n)	22
	Mean	3.41
	Std Deviation	1.47
	Strongly disagree	18%
	Somewhat disagree	5%
	Neither agree nor disagree	27%
	Somewhat agree	18%
	Strongly agree	32%
Do you consider yourself to be:	Total (n)	26
	Mean	1.23
	Std Deviation	0.82
	Heterosexual or straight	92%
	Gay or lesbian	0%
	Bisexual	0%
	Prefer not to answer	8%
Please indicate your agreement or disagreement with the following statements.-CWRU is a comfortable place for me as a faculty member.	Total (n)	28
	Mean	4.32
	Std Deviation	1.25
	Strongly disagree	11%
	Somewhat disagree	0%
	Neither agree nor disagree	0%
	Somewhat agree	25%
Strongly agree	64%	
I have felt discriminated against at CWRU because of my-Age	Total (n)	27
	Mean	1.74
	Std Deviation	1.38
	Strongly disagree	74%
	Somewhat disagree	4%
	Neither agree nor disagree	4%
	Somewhat agree	11%
Strongly agree	7%	
I have felt discriminated against at CWRU because of my-Racial, cultural, or ethnic background	Total (n)	27
	Mean	1.89
	Std Deviation	1.40
	Strongly disagree	67%
	Somewhat disagree	4%
	Neither agree nor disagree	11%
	Somewhat agree	11%
Strongly agree	7%	

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		CWRU
I have felt discriminated against at CWRU because of my- Disability	Total (n)	14
	Mean	1
	Std Deviation	0.00
	Strongly disagree	100%
	Somewhat disagree	0%
	Neither agree nor disagree	0%
	Somewhat agree	0%
	Strongly agree	0%
I have felt discriminated against at CWRU because of my- Gender	Total (n)	27
	Mean	1.37
	Std Deviation	1.01
	Strongly disagree	85%
	Somewhat disagree	4%
	Neither agree nor disagree	4%
	Somewhat agree	4%
	Strongly agree	4%
I have felt discriminated against at CWRU because of my- Religious affiliation	Total (n)	27
	Mean	1.15
	Std Deviation	0.53
	Strongly disagree	93%
	Somewhat disagree	0%
	Neither agree nor disagree	7%
	Somewhat agree	0%
	Strongly agree	0%
I have felt discriminated against at CWRU because of my-Sexual orientation	Total (n)	25
	Mean	1.12
	Std Deviation	0.60
	Strongly disagree	96%
	Somewhat disagree	0%
	Neither agree nor disagree	0%
	Somewhat agree	4%
	Strongly agree	0%
I have felt discriminated against at CWRU because of my- Socioeconomic status	Total (n)	27
	Mean	1.22
	Std Deviation	0.85
	Strongly disagree	93%
	Somewhat disagree	0%
	Neither agree nor disagree	4%
	Somewhat agree	0%
	Strongly agree	4%

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		CWRU
I know how to seek help if I am discriminated against.	Total (n)	27
	Mean	4.22
	Std Deviation	1.12
	Strongly disagree	4%
	Somewhat disagree	7%
	Neither agree nor disagree	7%
	Somewhat agree	26%
	Strongly agree	56%
The CWRU environment encourages people of diverse racial, cultural, or ethnic backgrounds to meet.	Total (n)	27
	Mean	4.33
	Std Deviation	1.11
	Strongly disagree	4%
	Somewhat disagree	7%
	Neither agree nor disagree	4%
	Somewhat agree	22%
	Strongly agree	63%
CWRU offers ample ethnic/cultural programs as special events.	Total (n)	27
	Mean	4.07
	Std Deviation	1.04
	Strongly disagree	0%
	Somewhat disagree	7%
	Neither agree nor disagree	26%
	Somewhat agree	19%
	Strongly agree	48%
No one at CWRU harasses me.	Total (n)	26
	Mean	4.31
	Std Deviation	1.29
	Strongly disagree	8%
	Somewhat disagree	4%
	Neither agree nor disagree	12%
	Somewhat agree	4%
	Strongly agree	73%
CWRU helps students understand the detrimental effects of discrimination.	Total (n)	26
	Mean	4.35
	Std Deviation	1.09
	Strongly disagree	4%
	Somewhat disagree	4%
	Neither agree nor disagree	12%
	Somewhat agree	15%
	Strongly agree	65%

2014 Faculty Climate Survey Results: Dental Medicine

		CWRU
Classes/programs in my discipline adequately discuss cultural diversity.	Total (n)	21
	Mean	4
	Std Deviation	1.30
	Strongly disagree	10%
	Somewhat disagree	0%
	Neither agree nor disagree	24%
	Somewhat agree	14%
	Strongly agree	52%
Classes/programs in my discipline adequately discuss women's and men's issues.	Total (n)	21
	Mean	3.86
	Std Deviation	1.11
	Strongly disagree	5%
	Somewhat disagree	0%
	Neither agree nor disagree	38%
	Somewhat agree	19%
	Strongly agree	38%
A diversity of students enriches the CWRU environment.	Total (n)	27
	Mean	4.85
	Std Deviation	0.46
	Strongly disagree	0%
	Somewhat disagree	0%
	Neither agree nor disagree	4%
	Somewhat agree	7%
	Strongly agree	89%
I see the value of having students from different racial, cultural, or ethnic backgrounds in classes.	Total (n)	27
	Mean	4.93
	Std Deviation	0.27
	Strongly disagree	0%
	Somewhat disagree	0%
	Neither agree nor disagree	0%
	Somewhat agree	7%
	Strongly agree	93%
I am satisfied with the ratio of women and men faculty members.	Total (n)	25
	Mean	3.84
	Std Deviation	1.18
	Strongly disagree	4%
	Somewhat disagree	12%
	Neither agree nor disagree	16%
	Somewhat agree	32%
	Strongly agree	36%

2014 Faculty Climate Survey Results: Dental Medicine

		CWRU
I am satisfied with the ratio of women and men staff members.	Total (n)	26
	Mean	3.85
	Std Deviation	1.12
	Strongly disagree	4%
	Somewhat disagree	8%
	Neither agree nor disagree	23%
	Somewhat agree	31%
	Strongly agree	35%
I have ample opportunities to meet people of different racial, cultural, or ethnic backgrounds.	Total (n)	28
	Mean	4.36
	Std Deviation	0.99
	Strongly disagree	4%
	Somewhat disagree	0%
	Neither agree nor disagree	14%
	Somewhat agree	21%
	Strongly agree	61%
While a faculty member at (INSERT INSTITUTION), have you served as a mentor for another faculty member?	Total (n)	29
	Mean	3
	Std Deviation	0.80
	Yes, through a formal program only	0%
	Yes, informally only	31%
	Yes, both through a formal program and informally	38%
	No	31%
While at (INSERT INSTITUTION), have you had one or more formal mentors through programs administered by the university, whether or not the programs are mandatory?	Total (n)	29
	Mean	3.14
	Std Deviation	1.03
	Yes, by assignment	10%
	Yes, by my choice	14%
	Yes, both by assignment and my choice	28%
	No	48%
While at (INSERT INSTITUTION), do you feel as though you have received adequate mentoring?	Total (n)	28
	Mean	1.5
	Std Deviation	0.51
	Yes	50%
	No	50%
In your experience, to what extent are the following items valued in the tenure process: Research/ scholarly work (valued)	Total (n)	24
	Mean	2.92
	Std Deviation	0.28
	Valued slightly or not at all	0%
	Somewhat valued	8%
	Highly valued	92%

2014 Faculty Climate Survey Results: Dental Medicine

		CWRU
In your experience, to what extent are the following items valued in the tenure process: Teaching contributions (valued)	Total (n)	24
	Mean	2.38
	Std Deviation	0.71
	Valued slightly or not at all	13%
	Somewhat valued	38%
	Highly valued	50%
In your experience, to what extent are the following items valued in the tenure process: Service (i.e., committee work, etc.) (valued)	Total (n)	24
	Mean	2.21
	Std Deviation	0.66
	Valued slightly or not at all	13%
	Somewhat valued	54%
	Highly valued	33%
In your experience, to what extent are the following items valued in the tenure process: Clinical work (valued)	Total (n)	20
	Mean	2.05
	Std Deviation	0.76
	Valued slightly or not at all	25%
	Somewhat valued	45%
	Highly valued	30%
In your experience, to what extent are the following items valued in the tenure process: Professional reputation	Total (n)	21
	Mean	2.38
	Std Deviation	0.67
	Valued slightly or not at all	10%
	Somewhat valued	43%
	Highly valued	48%
In your experience, to what extent are the following items valued in the tenure process: Collegiality	Total (n)	21
	Mean	1.81
	Std Deviation	0.75
	Valued slightly or not at all	38%
	Somewhat valued	43%
	Highly valued	19%
In your experience, to what extent are the following items valued in the tenure process: Fit with the department's/school's mission	Total (n)	22
	Mean	2.27
	Std Deviation	0.63
	Valued slightly or not at all	9%
	Somewhat valued	55%
	Highly valued	36%
In your experience, to what extent are the following items valued in the tenure process: Assessment by peers outside of CWRU	Total (n)	21
	Mean	2.33
	Std Deviation	0.48
	Valued slightly or not at all	0%
	Somewhat valued	67%
	Highly valued	33%

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		CWRU
In your experience, to what extent are the following items valued in the tenure process: Obtaining grants/funding	Total (n)	21
	Mean	2.9
	Std Deviation	0.30
	Valued slightly or not at all	0%
	Somewhat valued	10%
	Highly valued	91%
How appropriately are these items valued in the tenure process: Research/ scholarly work	Total (n)	22
	Mean	3.45
	Std Deviation	0.80
	Very undervalued	0%
	Somewhat undervalued	5%
	Valued appropriately	59%
	Somewhat overvalued	23%
	Very overvalued	14%
How appropriately are these items valued in the tenure process: Teaching contributions	Total (n)	22
	Mean	2.59
	Std Deviation	0.91
	Very undervalued	9%
	Somewhat undervalued	36%
	Valued appropriately	46%
	Somewhat overvalued	5%
	Very overvalued	5%
How appropriately are these items valued in the tenure process: Service (i.e., committee work, etc.)	Total (n)	22
	Mean	2.45
	Std Deviation	0.86
	Very undervalued	14%
	Somewhat undervalued	36%
	Valued appropriately	41%
	Somewhat overvalued	9%
	Very overvalued	0%
How appropriately are these items valued in the tenure process: Clinical work	Total (n)	20
	Mean	2.55
	Std Deviation	0.89
	Very undervalued	15%
	Somewhat undervalued	25%
	Valued appropriately	50%
	Somewhat overvalued	10%
	Very overvalued	0%
How appropriately are these items valued in the tenure process: Professional reputation	Total (n)	20
	Mean	2.7
	Std Deviation	0.87
	Very undervalued	10%
	Somewhat undervalued	20%
	Valued appropriately	65%
	Somewhat overvalued	0%
	Very overvalued	5%

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		CWRU
How appropriately are these items valued in the tenure process: Collegiality	Total (n)	20
	Mean	2.5
	Std Deviation	0.83
	Very undervalued	15%
	Somewhat undervalued	25%
	Valued appropriately	55%
	Somewhat overvalued	5%
	Very overvalued	0%
How appropriately are these items valued in the tenure process: Fit with the department's/school's mission	Total (n)	21
	Mean	2.86
	Std Deviation	0.96
	Very undervalued	10%
	Somewhat undervalued	14%
	Valued appropriately	67%
	Somewhat overvalued	0%
	Very overvalued	10%
How appropriately are these items valued in the tenure process: Assessment by peers outside CWRU	Total (n)	21
	Mean	3.05
	Std Deviation	0.87
	Very undervalued	5%
	Somewhat undervalued	10%
	Valued appropriately	71%
	Somewhat overvalued	5%
	Very overvalued	10%
How appropriately are these items valued in the tenure process: Obtaining grants/funding	Total (n)	20
	Mean	3.55
	Std Deviation	0.76
	Very undervalued	0%
	Somewhat undervalued	0%
	Valued appropriately	60%
	Somewhat overvalued	25%
	Very overvalued	15%
Do you agree that the criteria for tenure are clearly communicated?	Total (n)	25
	Mean	3.84
	Std Deviation	1.43
	Strongly disagree	12%
	Somewhat disagree	12%
	Neither agree nor disagree	0%
	Somewhat agree	32%
	Strongly agree	44%
In the last five years, while at (INSERT INSTITUTION), have you received a formal or informal outside job offer that you took to your department/ unit Chair/ Dean?	Total (n)	29
	Mean	1.72
	Std Deviation	0.46
	Yes	28%
	No	72%

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		CWRU
In the next three years, how likely are you to leave (INSERT INSTITUTION)?	Total (n)	29
	Mean	2.07
	Std Deviation	1.33
	Very unlikely	52%
	Somewhat unlikely	10%
	Neither likely nor unlikely	28%
	Somewhat likely	0%
	Very likely	10%
To what extent, if at all, have you considered the following reasons to leave: To increase your salary	Total (n)	24
	Mean	2.08
	Std Deviation	0.83
	Not at all	29%
	To some extent	33%
	To a great extent	38%
To what extent, if at all, have you considered the following reasons to leave: To improve your prospects for tenure	Total (n)	13
	Mean	1.62
	Std Deviation	0.87
	Not at all	62%
	To some extent	15%
	To a great extent	23%
To what extent, if at all, have you considered the following reasons to leave: To enhance your career in other ways	Total (n)	25
	Mean	2.24
	Std Deviation	0.88
	Not at all	28%
	To some extent	20%
	To a great extent	52%
To what extent, if at all, have you considered the following reasons to leave: To find a more supportive work environment	Total (n)	23
	Mean	1.83
	Std Deviation	0.78
	Not at all	39%
	To some extent	39%
	To a great extent	22%
To what extent, if at all, have you considered the following reasons to leave: To increase your time to do research	Total (n)	18
	Mean	1.28
	Std Deviation	0.46
	Not at all	72%
	To some extent	28%
	To a great extent	0%
To what extent, if at all, have you considered the following reasons to leave: To pursue a nonacademic job	Total (n)	21
	Mean	1.29
	Std Deviation	0.56
	Not at all	76%
	To some extent	19%
	To a great extent	5%

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		CWRU
To what extent, if at all, have you considered the following reasons to leave: To reduce stress	Total (n)	24
	Mean	1.63
	Std Deviation	0.71
	Not at all	50%
	To some extent	38%
	To a great extent	13%
To what extent, if at all, have you considered the following reasons to leave: To address child-related issues	Total (n)	19
	Mean	1.421
	Std Deviation	0.69
	Not at all	68%
	To some extent	21%
	To a great extent	11%
To what extent, if at all, have you considered the following reasons to leave: To address other family-related issues	Total (n)	22
	Mean	1.5
	Std Deviation	0.67
	Not at all	59%
	To some extent	32%
	To a great extent	9%
To what extent, if at all, have you considered the following reasons to leave: To improve the employment situation of your spouse/ partner	Total (n)	20
	Mean	1.3
	Std Deviation	0.47
	Not at all	70%
	To some extent	30%
	To a great extent	0%
To what extent, if at all, have you considered the following reasons to leave: To lower your cost of living	Total (n)	24
	Mean	1.33
	Std Deviation	0.57
	Not at all	71%
	To some extent	25%
	To a great extent	4%
To what extent, if at all, have you considered the following reasons to leave: Retirement	Total (n)	19
	Mean	1.37
	Std Deviation	0.76
	Not at all	79%
	To some extent	5%
	To a great extent	16%

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		CWRU
Overall, how satisfied are you with the ways in which your role as a faculty member at (INSERT INSTITUTION) and your life outside of (INSERT INSTITUTION) fit together?	Total (n)	29
	Mean	4.24
	Std Deviation	1.02
	Very dissatisfied	3%
	Somewhat dissatisfied	3%
	Neither satisfied nor dissatisfied	10%
	Somewhat satisfied	31%
	Very satisfied	52%
If you were to begin your career again, would you still want to be a faculty member?	Total (n)	27
	Mean	4.63
	Std Deviation	0.79
	Definitely no	0%
	Probably no	4%
	Not sure	7%
	Probably yes	11%
	Definitely yes	78%