

## 2014 Faculty Climate Survey Results: Engineering

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. Whenever possible, CWRU data are compared to AAU peers using independent samples t-tests. As per guidelines of the AAU Data Exchange, comparisons were only made when 5 or more schools reported results. Significance levels less than or equal to .05 are highlighted. A measure of effect size (Cohen's D) is also included. Generally, Cohen's D values less than .2 are considered small, values ~.5 medium, and values greater than ~.8 are large. Only tenured/tenure track faculty are included in these analyses.

		CWRU	Peers
What is your current rank?	Total (n)	108	712
	Mean	1.56	1.62
	Std Deviation	0.73	0.79
	Significance	0.52	
	Effect Size	-0.08	
	Professor	57%	57%
	Associate Professor	29%	24%
	Assistant Professor	14%	19%
Age	Total (n)	108	529
	Mean	52.8	49.13
	Std Deviation	12.84	12.19
	Significance	0.01	
	Effect Size	0.29	
Gender	Total (n)	108	706
	Mean	1.11	1.15
	Std Deviation	0.32	0.36
	Significance	0.20	
	Effect Size	-0.12	
	Male	89%	85%
	Female	11%	15%
	Transgender or other	0%	0%
Overall, how satisfied are you being a faculty member at (INSERT INSTITUTION)?	Total (n)	53	703
	Mean	4.09	4.08
	Std Deviation	0.84	1.06
	Significance	0.91	
	Effect Size	0.01	
	Very dissatisfied	2%	4%
	Somewhat dissatisfied	4%	7%
	Neither satisfied nor dissatisfied	8%	8%
	Somewhat satisfied	57%	39%
	Very satisfied	30%	42%

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		CWRU	Peers
How satisfied are you with the resources (INSERT INSTITUTION) provides to support your research and scholarship?	Total (n)	53	593
	Mean	3.08	3.68
	Std Deviation	1.28	1.18
	Significance	0.00	
	Effect Size	-0.49	
	Very dissatisfied	11%	6%
	Somewhat dissatisfied	26%	15%
	Neither satisfied nor dissatisfied	23%	13%
	Somewhat satisfied	23%	40%
	Very satisfied	17%	27%
How satisfied are you with the resources (INSERT INSTITUTION) provides to support your teaching?	Total (n)	53	583
	Mean	3.42	3.74
	Std Deviation	1.23	1.08
	Significance	0.07	
	Effect Size	-0.28	
	Very dissatisfied	6%	3%
	Somewhat dissatisfied	25%	12%
	Neither satisfied nor dissatisfied	13%	17%
	Somewhat satisfied	36%	41%
	Very satisfied	21%	26%
Please indicate the degree to which you are satisfied with each of the following: Salary	Total (n)	51	666
	Mean	3.10	3.46
	Std Deviation	1.14	1.25
	Significance	0.04	
	Effect Size	-0.30	
	Very dissatisfied	6%	8%
	Somewhat dissatisfied	33%	18%
	Neither satisfied nor dissatisfied	14%	15%
	Somewhat satisfied	39%	37%
	Very satisfied	8%	22%
Please indicate the degree to which you are satisfied with each of the following: Start-up funds	Total (n)	34	465
	Mean	3.09	3.58
	Std Deviation	1.42	1.29
	Significance	0.03	
	Effect Size	-0.36	
	Very dissatisfied	18%	10%
	Somewhat dissatisfied	21%	12%
	Neither satisfied nor dissatisfied	18%	19%
	Somewhat satisfied	24%	30%
	Very satisfied	21%	30%

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Please indicate the degree to which you are satisfied with each of the following: Benefits package (e.g., medical, retirement, vacation, etc.)	Total (n)	50	
	Mean	3.78	
	Std Deviation	1.04	
	Significance	.	
	Effect Size	.	
	Very dissatisfied	2%	
	Somewhat dissatisfied	10%	
	Neither satisfied nor dissatisfied	24%	
	Somewhat satisfied	36%	
	Very satisfied	28%	
Please indicate the degree to which you are satisfied with each of the following: Availability of nearby parking	Total (n)	50	
	Mean	4.10	
	Std Deviation	1.22	
	Significance	.	
	Effect Size	.	
	Very dissatisfied	6%	
	Somewhat dissatisfied	6%	
	Neither satisfied nor dissatisfied	14%	
	Somewhat satisfied	20%	
	Very satisfied	54%	
Please indicate the degree to which you are satisfied with each of the following: Office space	Total (n)	51	564
	Mean	4.35	4.13
	Std Deviation	0.89	1.09
	Significance	0.15	
	Effect Size	0.22	
	Very dissatisfied	0%	4%
	Somewhat dissatisfied	8%	7%
	Neither satisfied nor dissatisfied	4%	11%
	Somewhat satisfied	33%	30%
	Very satisfied	55%	48%
Please indicate the degree to which you are satisfied with each of the following: Lab or research space	Total (n)	50	531
	Mean	3.80	3.58
	Std Deviation	1.18	1.33
	Significance	0.23	
	Effect Size	0.18	
	Very dissatisfied	4%	9%
	Somewhat dissatisfied	16%	18%
	Neither satisfied nor dissatisfied	8%	12%
	Somewhat satisfied	40%	30%
	Very satisfied	32%	32%

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Please indicate the degree to which you are satisfied with each of the following: Classroom space	Total (n)	50	666
	Mean	3.70	3.77
	Std Deviation	1.00	1.16
	Significance	0.70	
	Effect Size	-0.06	
	Very dissatisfied	0%	4%
	Somewhat dissatisfied	16%	12%
	Neither satisfied nor dissatisfied	20%	18%
	Somewhat satisfied	42%	32%
	Very satisfied	22%	33%
Please indicate the degree to which you are satisfied with each of the following: Library resources	Total (n)	47	648
	Mean	3.96	4.14
	Std Deviation	1.12	1.02
	Significance	0.24	
	Effect Size	-0.17	
	Very dissatisfied	2%	3%
	Somewhat dissatisfied	11%	5%
	Neither satisfied nor dissatisfied	19%	14%
	Somewhat satisfied	26%	32%
	Very satisfied	43%	46%
Please indicate the degree to which you are satisfied with each of the following: Computing resources	Total (n)	48	444
	Mean	3.65	3.61
	Std Deviation	1.10	1.19
	Significance	0.82	
	Effect Size	0.03	
	Very dissatisfied	6%	6%
	Somewhat dissatisfied	10%	15%
	Neither satisfied nor dissatisfied	15%	18%
	Somewhat satisfied	50%	35%
	Very satisfied	19%	26%
Please indicate the degree to which you are satisfied with each of the following: Clerical and administrative staff	Total (n)	51	443
	Mean	3.12	3.45
	Std Deviation	1.24	1.21
	Significance	0.06	
	Effect Size	-0.27	
	Very dissatisfied	10%	6%
	Somewhat dissatisfied	28%	20%
	Neither satisfied nor dissatisfied	18%	21%
	Somewhat satisfied	31%	30%
	Very satisfied	14%	24%

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Please indicate the degree to which you are satisfied with each of the following: Technical and research staff	Total (n)	44	400
	Mean	3.45	3.56
	Std Deviation	1.36	1.17
	Significance	0.57	
	Effect Size	-0.09	
	Very dissatisfied	11%	7%
	Somewhat dissatisfied	16%	13%
	Neither satisfied nor dissatisfied	16%	20%
	Somewhat satisfied	30%	38%
	Very satisfied	27%	23%
Please indicate the degree to which you are satisfied with each of the following: Support for securing grants	Total (n)	51	668
	Mean	3.37	3.24
	Std Deviation	1.11	1.23
	Significance	0.44	
	Effect Size	0.11	
	Very dissatisfied	4%	9%
	Somewhat dissatisfied	22%	21%
	Neither satisfied nor dissatisfied	24%	23%
	Somewhat satisfied	35%	29%
	Very satisfied	16%	17%
Please indicate the degree to which you are satisfied with each of the following: Other resources to support research	Total (n)	49	134
	Mean	2.92	3.01
	Std Deviation	1.24	1.31
	Significance	0.68	
	Effect Size	-0.07	
	Very dissatisfied	14%	17%
	Somewhat dissatisfied	25%	19%
	Neither satisfied nor dissatisfied	29%	23%
	Somewhat satisfied	20%	26%
	Very satisfied	12%	14%
Please indicate the degree to which you are satisfied with each of the following: Teaching responsibilities	Total (n)	50	598
	Mean	4.04	4.08
	Std Deviation	0.97	1.00
	Significance	0.78	
	Effect Size	-0.04	
	Very dissatisfied	2%	2%
	Somewhat dissatisfied	6%	7%
	Neither satisfied nor dissatisfied	14%	14%
	Somewhat satisfied	42%	35%
	Very satisfied	36%	42%

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Please indicate the degree to which you are satisfied with each of the following: Access to teaching assistants	Total (n)	49	577
	Mean	3.08	3.35
	Std Deviation	1.41	1.30
	Significance	0.17	
	Effect Size	-0.20	
	Very dissatisfied	16%	10%
	Somewhat dissatisfied	22%	22%
	Neither satisfied nor dissatisfied	20%	16%
	Very satisfied	22%	22%
Please indicate the degree to which you are satisfied with each of the following: Advising responsibilities	Total (n)	50	597
	Mean	3.72	3.97
	Std Deviation	1.23	1.00
	Significance	0.17	
	Effect Size	-0.22	
	Very dissatisfied	8%	2%
	Somewhat dissatisfied	10%	8%
	Neither satisfied nor dissatisfied	14%	17%
	Very satisfied	30%	35%
Please indicate the degree to which you are satisfied with each of the following: Quality of graduate/professional students	Total (n)	51	600
	Mean	3.43	4.08
	Std Deviation	1.08	1.07
	Significance	0.00	
	Effect Size	-0.61	
	Very dissatisfied	2%	3%
	Somewhat dissatisfied	26%	8%
	Neither satisfied nor dissatisfied	14%	11%
	Very satisfied	45%	44%
Please indicate the degree to which you are satisfied with each of the following: Time available for scholarly work	Total (n)	51	497
	Mean	3.31	3.03
	Std Deviation	1.35	1.19
	Significance	0.11	
	Effect Size	0.22	
	Very dissatisfied	12%	10%
	Somewhat dissatisfied	20%	28%
	Neither satisfied nor dissatisfied	18%	21%
	Very satisfied	28%	30%
	24%	11%	

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Please indicate the degree to which you are satisfied with each of the following: Committee and administrative responsibilities	Total (n)	51	594
	Mean	3.45	3.34
	Std Deviation	1.24	1.02
	Significance	0.54	
	Effect Size	0.10	
	Very dissatisfied	10%	5%
	Somewhat dissatisfied	12%	14%
	Neither satisfied nor dissatisfied	24%	36%
	Somewhat satisfied	33%	33%
Very satisfied	22%	13%	
Overall, how would you rate the reasonableness of your workload?	Total (n)	52	692
	Mean	3.65	3.77
	Std Deviation	0.71	0.70
	Significance	0.23	
	Effect Size	-0.17	
	Much too light	0%	0%
	Too light	0%	0%
	About right	48%	38%
	Too heavy	39%	46%
Much too heavy	14%	16%	
During an academic year, how many hours is your typical work week?	Total (n)	49	606
	Mean	58.82	62.45
	Std Deviation	8.36	11.55
	Significance	0.03	
	Effect Size	-0.36	
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)	51	586
	Mean	2.08	2.01
	Std Deviation	0.74	0.72
	Significance	0.51	
	Effect Size	0.10	
	Not at all	24%	25%
	Somewhat	45%	49%
Extensive	31%	26%	
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)	51	584
	Mean	1.88	1.89
	Std Deviation	0.71	0.62
	Significance	0.98	
	Effect Size	-0.01	
	Not at all	31%	26%
	Somewhat	49%	60%
Extensive	20%	14%	

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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)	51	588
	Mean	1.73	1.58
	Std Deviation	0.70	0.61
	Significance	0.12	
	Effect Size	0.23	
	Not at all	41%	48%
	Somewhat	45%	45%
	Extensive	14%	7%
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)	50	584
	Mean	2.64	2.39
	Std Deviation	0.56	0.68
	Significance	0.01	
	Effect Size	0.40	
	Not at all	4%	11%
	Somewhat	28%	38%
	Extensive	68%	51%
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)	51	580
	Mean	1.90	1.81
	Std Deviation	0.70	0.68
	Significance	0.35	
	Effect Size	0.13	
	Not at all	29%	34%
	Somewhat	51%	51%
	Extensive	20%	15%
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)	50	576
	Mean	2.08	2.14
	Std Deviation	0.75	0.69
	Significance	0.54	
	Effect Size	-0.08	
	Not at all	24%	17%
	Somewhat	44%	51%
	Extensive	32%	32%
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)	51	579
	Mean	1.65	1.43
	Std Deviation	0.66	0.57
	Significance	0.01	
	Effect Size	0.36	
	Not at all	45%	62%
	Somewhat	45%	34%
	Extensive	10%	4%



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		CWRU	Peers
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)	37	516
	Mean	1.57	1.67
	Std Deviation	0.69	0.77
	Significance	0.41	
	Effect Size	-0.14	
	Not at all	54%	51%
	Somewhat	35%	31%
	Extensive	11%	18%
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)	51	574
	Mean	1.67	1.75
	Std Deviation	0.65	0.74
	Significance	0.46	
	Effect Size	-0.11	
	Not at all	43%	43%
	Somewhat	47%	39%
	Extensive	10%	18%
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)	50	563
	Mean	1.74	1.75
	Std Deviation	0.69	0.66
	Significance	0.92	
	Effect Size	-0.01	
	Not at all	40%	38%
	Somewhat	46%	50%
	Extensive	14%	12%
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)	32	282
	Mean	1.72	1.59
	Std Deviation	0.68	0.71
	Significance	0.33	
	Effect Size	0.19	
	Not at all	41%	54%
	Somewhat	47%	33%
	Extensive	13%	13%
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)	26	359
	Mean	1.42	1.44
	Std Deviation	0.64	0.66
	Significance	0.88	
	Effect Size	-0.03	
	Not at all	65%	65%
	Somewhat	27%	25%
	Extensive	8%	10%

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		CWRU	Peers
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)	48	557
	Mean	1.48	1.48
	Std Deviation	0.68	0.63
	Significance	0.97	
	Effect Size	0.00	
	Not at all	63%	60%
	Somewhat	27%	33%
	Extensive	10%	8%
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)	51	455
	Mean	1.51	1.51
	Std Deviation	0.64	0.68
	Significance	0.97	
	Effect Size	0.00	
	Not at all	57%	60%
	Somewhat	35%	30%
	Extensive	8%	10%
My colleagues value my research/ scholarship.	Total (n)	50	589
	Mean	4.12	3.84
	Std Deviation	0.87	1.08
	Significance	0.04	
	Effect Size	0.29	
	Strongly disagree	2%	4%
	Somewhat disagree	2%	9%
	Neither agree nor disagree	14%	18%
	Somewhat agree	46%	38%
	Strongly agree	36%	31%
I am satisfied with opportunities to collaborate with faculty in my primary department/ unit.	Total (n)	50	579
	Mean	4.06	3.88
	Std Deviation	1.13	1.16
	Significance	0.30	
	Effect Size	0.16	
	Strongly disagree	4%	5%
	Somewhat disagree	10%	11%
	Neither agree nor disagree	6%	13%
	Somewhat agree	36%	35%
	Strongly agree	44%	37%
I am satisfied with opportunities to collaborate with faculty in other units at my Institution.	Total (n)	50	654
	Mean	4.30	4.03
	Std Deviation	0.74	1.02
	Significance	0.07	
	Effect Size	0.30	
	Strongly disagree	0%	2%
	Somewhat disagree	2%	7%
	Neither agree nor disagree	10%	14%
	Somewhat agree	44%	37%
	Strongly agree	44%	39%

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Interdisciplinary research is recognized and rewarded by my department/ unit.	Total (n)	50	650
	Mean	3.98	3.8
	Std Deviation	1.20	1.12
	Significance	0.29	
	Effect Size	0.16	
	Strongly disagree	6%	5%
	Somewhat disagree	6%	9%
	Neither agree nor disagree	18%	21%
	Somewhat agree	24%	34%
	Strongly agree	46%	32%
I have a voice in the decision-making that affects the direction of my department/ unit.	Total (n)	50	647
	Mean	4.10	3.64
	Std Deviation	1.22	1.26
	Significance	0.01	
	Effect Size	0.37	
	Strongly disagree	8%	9%
	Somewhat disagree	4%	12%
	Neither agree nor disagree	8%	14%
	Somewhat agree	30%	36%
	Strongly agree	50%	29%
My chair/ director/ dean creates a collegial and supportive environment.	Total (n)	50	647
	Mean	4.16	3.95
	Std Deviation	1.20	1.17
	Significance	0.23	
	Effect Size	0.18	
	Strongly disagree	6%	5%
	Somewhat disagree	6%	9%
	Neither agree nor disagree	10%	12%
	Somewhat agree	22%	33%
	Strongly agree	56%	41%
My chair/ director/ dean helps me obtain the resources I need.	Total (n)	50	633
	Mean	3.56	3.45
	Std Deviation	1.34	1.24
	Significance	0.55	
	Effect Size	0.09	
	Strongly disagree	10%	9%
	Somewhat disagree	12%	14%
	Neither agree nor disagree	24%	25%
	Somewhat agree	20%	29%
	Strongly agree	34%	24%

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		CWRU	Peers
I can navigate the unwritten rules concerning how one is to conduct oneself as a faculty member.	Total (n)	50	647
	Mean	4.26	3.96
	Std Deviation	0.85	0.94
	Significance	0.03	
	Effect Size	0.33	
	Strongly disagree	0%	1%
	Somewhat disagree	4%	7%
	Neither agree nor disagree	14%	18%
	Somewhat agree	34%	43%
	Strongly agree	48%	31%
My department/ unit is a good fit for me.	Total (n)	50	496
	Mean	4.40	4.19
	Std Deviation	0.90	1.06
	Significance	0.17	
	Effect Size	0.21	
	Strongly disagree	0%	3%
	Somewhat disagree	6%	8%
	Neither agree nor disagree	10%	8%
	Somewhat agree	22%	30%
	Strongly agree	62%	51%
My department/ unit is a place where individual faculty may comfortably raise personal and/ or family responsibilities when scheduling departmental/ unit responsibilities.	Total (n)	48	632
	Mean	4.08	3.75
	Std Deviation	1.03	1.13
	Significance	0.05	
	Effect Size	0.30	
	Strongly disagree	2%	4%
	Somewhat disagree	6%	12%
	Neither agree nor disagree	17%	20%
	Somewhat agree	31%	33%
	Strongly agree	44%	31%
I feel excluded from an informal network in my department/ unit.	Total (n)	50	644
	Mean	2.08	2.37
	Std Deviation	1.23	1.27
	Significance	0.12	
	Effect Size	-0.23	
	Strongly disagree	48%	34%
	Somewhat disagree	14%	22%
	Neither agree nor disagree	24%	23%
	Somewhat agree	10%	14%
	Strongly agree	4%	7%

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I have to work harder than some of my colleagues to be perceived as a legitimate scholar.	Total (n)	50	645
	Mean	2.24	2.55
	Std Deviation	1.33	1.29
	Significance	0.10	
	Effect Size	-0.24	
	Strongly disagree	46%	30%
	Somewhat disagree	8%	18%
	Neither agree nor disagree	30%	27%
	Somewhat agree	8%	16%
	Strongly agree	8%	8%
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)	48	
	Mean	4.27	
	Std Deviation	1.09	
	Significance	.	
	Effect Size	.	
	Strongly disagree	4%	
	Somewhat disagree	4%	
	Neither agree nor disagree	10%	
	Somewhat agree	23%	
	Strongly agree	58%	
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)	41	
	Mean	4.12	
	Std Deviation	1.08	
	Significance	.	
	Effect Size	.	
	Strongly disagree	5%	
	Somewhat disagree	2%	
	Neither agree nor disagree	15%	
	Somewhat agree	32%	
	Strongly agree	46%	
My dean maintains high academic standards	Total (n)	50	
	Mean	4.28	
	Std Deviation	0.93	
	Significance	.	
	Effect Size	.	
	Strongly disagree	2%	
	Somewhat disagree	2%	
	Neither agree nor disagree	14%	
	Somewhat agree	30%	
	Strongly agree	52%	

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My dean is an effective administrator	Total (n)	50	
	Mean	4.14	
	Std Deviation	1.07	
	Significance	.	
	Effect Size	.	
	Strongly disagree	6%	
	Somewhat disagree	2%	
	Neither agree nor disagree	8%	
	Somewhat agree	40%	
	Strongly agree	44%	
My dean articulates clear criteria for tenure/ promotion/evaluation	Total (n)	48	
	Mean	3.96	
	Std Deviation	1.24	
	Significance	.	
	Effect Size	.	
	Strongly disagree	8%	
	Somewhat disagree	2%	
	Neither agree nor disagree	21%	
	Somewhat agree	23%	
	Strongly agree	46%	
My dean shows commitment to diversity	Total (n)	49	
	Mean	4.45	
	Std Deviation	0.96	
	Significance	.	
	Effect Size	.	
	Strongly disagree	2%	
	Somewhat disagree	6%	
	Neither agree nor disagree	2%	
	Somewhat agree	25%	
	Strongly agree	65%	
My dean is open to constructive criticism	Total (n)	48	
	Mean	4.00	
	Std Deviation	1.27	
	Significance	.	
	Effect Size	.	
	Strongly disagree	6%	
	Somewhat disagree	10%	
	Neither agree nor disagree	10%	
	Somewhat agree	23%	
	Strongly agree	50%	

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		CWRU	Peers
My dean treats faculty in an even-handed way	Total (n)	49	
	Mean	4.14	
	Std Deviation	1.26	
	Significance	.	
	Effect Size	.	
	Strongly disagree	8%	
	Somewhat disagree	2%	
	Neither agree nor disagree	16%	
	Somewhat agree	14%	
	Strongly agree	59%	
My dean articulates a clear vision	Total (n)	50	
	Mean	4.22	
	Std Deviation	1.08	
	Significance	.	
	Effect Size	.	
	Strongly disagree	4%	
	Somewhat disagree	6%	
	Neither agree nor disagree	6%	
	Somewhat agree	32%	
	Strongly agree	52%	
My dean honors agreements	Total (n)	43	
	Mean	4.21	
	Std Deviation	1.19	
	Significance	.	
	Effect Size	.	
	Strongly disagree	7%	
	Somewhat disagree	5%	
	Neither agree nor disagree	5%	
	Somewhat agree	28%	
	Strongly agree	56%	
My dean handles disputes/problems effectively	Total (n)	40	
	Mean	3.85	
	Std Deviation	1.19	
	Significance	.	
	Effect Size	.	
	Strongly disagree	10%	
	Somewhat disagree	0%	
	Neither agree nor disagree	18%	
	Somewhat agree	40%	
	Strongly agree	33%	

## 2014 Faculty Climate Survey Results: Engineering

		CWRU	Peers
My dean communicates consistently with faculty	Total (n)	50	
	Mean	4.12	
	Std Deviation	1.19	
	Significance	.	
	Effect Size	.	
	Strongly disagree	6%	
	Somewhat disagree	6%	
	Neither agree nor disagree	10%	
	Somewhat agree	26%	
	Strongly agree	52%	
My dean articulates clear criteria for allocation of resources	Total (n)	47	
	Mean	3.47	
	Std Deviation	1.32	
	Significance	.	
	Effect Size	.	
	Strongly disagree	13%	
	Somewhat disagree	9%	
	Neither agree nor disagree	23%	
	Somewhat agree	30%	
	Strongly agree	26%	
My department chair maintains high academic standards	Total (n)	47	
	Mean	4.19	
	Std Deviation	0.95	
	Significance	.	
	Effect Size	.	
	Strongly disagree	2%	
	Somewhat disagree	6%	
	Neither agree nor disagree	4%	
	Somewhat agree	45%	
	Strongly agree	43%	
My department chair is an effective administrator	Total (n)	47	
	Mean	3.81	
	Std Deviation	1.12	
	Significance	.	
	Effect Size	.	
	Strongly disagree	2%	
	Somewhat disagree	13%	
	Neither agree nor disagree	21%	
	Somewhat agree	30%	
	Strongly agree	34%	



## 2014 Faculty Climate Survey Results: Engineering

		CWRU	Peers
My department chair articulates clear criteria for tenure/promotion/evaluation	Total (n)	47	
	Mean	3.96	
	Std Deviation	1.12	
	Significance	.	
	Effect Size	.	
	Strongly disagree	2%	
	Somewhat disagree	11%	
	Neither agree nor disagree	19%	
	Somewhat agree	26%	
	Strongly agree	43%	
My department chair shows commitment to diversity	Total (n)	46	
	Mean	4.39	
	Std Deviation	0.93	
	Significance	.	
	Effect Size	.	
	Strongly disagree	2%	
	Somewhat disagree	2%	
	Neither agree nor disagree	11%	
	Somewhat agree	24%	
	Strongly agree	61%	
My department chair is open to constructive criticism	Total (n)	46	
	Mean	4.13	
	Std Deviation	1.07	
	Significance	.	
	Effect Size	.	
	Strongly disagree	2%	
	Somewhat disagree	7%	
	Neither agree nor disagree	17%	
	Somewhat agree	24%	
	Strongly agree	50%	
My department chair treats faculty in an even-handed way	Total (n)	47	
	Mean	4.26	
	Std Deviation	0.99	
	Significance	.	
	Effect Size	.	
	Strongly disagree	2%	
	Somewhat disagree	4%	
	Neither agree nor disagree	13%	
	Somewhat agree	28%	
	Strongly agree	53%	

## 2014 Faculty Climate Survey Results: Engineering

		CWRU	Peers
My department chair honors agreements	Total (n)	46	
	Mean	4.39	
	Std Deviation	0.88	
	Significance	.	
	Effect Size	.	
	Strongly disagree	0%	
	Somewhat disagree	4%	
	Neither agree nor disagree	13%	
	Somewhat agree	22%	
	Strongly agree	61%	
My department chair handles disputes/problems effectively	Total (n)	42	
	Mean	3.98	
	Std Deviation	1.20	
	Significance	.	
	Effect Size	.	
	Strongly disagree	5%	
	Somewhat disagree	7%	
	Neither agree nor disagree	21%	
	Somewhat agree	19%	
	Strongly agree	48%	
My department chair communicates consistently with faculty	Total (n)	47	
	Mean	4.00	
	Std Deviation	1.22	
	Significance	.	
	Effect Size	.	
	Strongly disagree	4%	
	Somewhat disagree	13%	
	Neither agree nor disagree	9%	
	Somewhat agree	28%	
	Strongly agree	47%	
My department chair gives me useful feedback about my performance	Total (n)	47	
	Mean	3.89	
	Std Deviation	1.18	
	Significance	.	
	Effect Size	.	
	Strongly disagree	2%	
	Somewhat disagree	15%	
	Neither agree nor disagree	17%	
	Somewhat agree	23%	
	Strongly agree	43%	

## 2014 Faculty Climate Survey Results: Engineering

		CWRU	Peers
My department chair involves me in relevant decision-making processes	Total (n)	47	
	Mean	4.00	
	Std Deviation	1.25	
	Significance	.	
	Effect Size	.	
	Strongly disagree	4%	
	Somewhat disagree	15%	
	Neither agree nor disagree	6%	
	Somewhat agree	26%	
	Strongly agree	49%	
My department chair articulates clear criteria for allocation of resources	Total (n)	46	
	Mean	3.52	
	Std Deviation	1.30	
	Significance	.	
	Effect Size	.	
	Strongly disagree	9%	
	Somewhat disagree	13%	
	Neither agree nor disagree	26%	
	Somewhat agree	22%	
	Strongly agree	30%	
Do you consider yourself to be:	Total (n)	42	
	Mean	1.29	
	Std Deviation	0.89	
	Significance	.	
	Effect Size	.	
	Heterosexual or straight	91%	
	Gay or lesbian	0%	
	Bisexual	0%	
	Prefer not to answer	10%	
Please indicate your agreement or disagreement with the following statements.-CWRU is a comfortable place for me as a faculty member.	Total (n)	48	
	Mean	4.48	
	Std Deviation	0.80	
	Significance	.	
	Effect Size	.	
	Strongly disagree	2%	
	Somewhat disagree	0%	
	Neither agree nor disagree	6%	
	Somewhat agree	31%	
Strongly agree	60%		

## 2014 Faculty Climate Survey Results: Engineering

		CWRU	Peers
I have felt discriminated against at CWRU because of my-Age	Total (n)	47	
	Mean	1.96	
	Std Deviation	1.27	
	Significance	.	
	Effect Size	.	
	Strongly disagree	60%	
	Somewhat disagree	4%	
	Neither agree nor disagree	19%	
	Somewhat agree	15%	
	Strongly agree	2%	
I have felt discriminated against at CWRU because of my-Racial, cultural, or ethnic background	Total (n)	45	
	Mean	1.64	
	Std Deviation	1.05	
	Significance	.	
	Effect Size	.	
	Strongly disagree	67%	
	Somewhat disagree	11%	
	Neither agree nor disagree	16%	
	Somewhat agree	4%	
	Strongly agree	2%	
I have felt discriminated against at CWRU because of my-Disability	Total (n)	34	
	Mean	1.53	
	Std Deviation	0.93	
	Significance	.	
	Effect Size	.	
	Strongly disagree	74%	
	Somewhat disagree	3%	
	Neither agree nor disagree	21%	
	Somewhat agree	3%	
	Strongly agree	0%	
I have felt discriminated against at CWRU because of my-Gender	Total (n)	47	
	Mean	1.66	
	Std Deviation	1.13	
	Significance	.	
	Effect Size	.	
	Strongly disagree	68%	
	Somewhat disagree	11%	
	Neither agree nor disagree	13%	
	Somewhat agree	4%	
	Strongly agree	4%	

## 2014 Faculty Climate Survey Results: Engineering

		CWRU	Peers
I have felt discriminated against at CWRU because of my- Religious affiliation	Total (n)	44	
	Mean	1.50	
	Std Deviation	0.88	
	Significance	.	
	Effect Size	.	
	Strongly disagree	73%	
	Somewhat disagree	7%	
	Neither agree nor disagree	18%	
	Somewhat agree	2%	
	Strongly agree	0%	
I have felt discriminated against at CWRU because of my- Sexual orientation	Total (n)	38	
	Mean	1.32	
	Std Deviation	0.70	
	Significance	.	
	Effect Size	.	
	Strongly disagree	82%	
	Somewhat disagree	5%	
	Neither agree nor disagree	13%	
	Somewhat agree	0%	
	Strongly agree	0%	
I have felt discriminated against at CWRU because of my- Socioeconomic status	Total (n)	42	
	Mean	1.40	
	Std Deviation	0.77	
	Significance	.	
	Effect Size	.	
	Strongly disagree	76%	
	Somewhat disagree	7%	
	Neither agree nor disagree	17%	
	Somewhat agree	0%	
	Strongly agree	0%	
I know how to seek help if I am discriminated against.	Total (n)	43	
	Mean	3.47	
	Std Deviation	1.22	
	Significance	.	
	Effect Size	.	
	Strongly disagree	7%	
	Somewhat disagree	16%	
	Neither agree nor disagree	23%	
	Somewhat agree	30%	
	Strongly agree	23%	

## 2014 Faculty Climate Survey Results: Engineering

		CWRU	Peers
The CWRU environment encourages people of diverse racial, cultural, or ethnic backgrounds to meet.	Total (n)	49	
	Mean	3.88	
	Std Deviation	1.11	
	Significance	.	
	Effect Size	.	
	Strongly disagree	6%	
	Somewhat disagree	4%	
	Neither agree nor disagree	18%	
	Somewhat agree	39%	
	Strongly agree	33%	
CWRU offers ample ethnic/cultural programs as special events.	Total (n)	47	
	Mean	3.66	
	Std Deviation	1.13	
	Significance	.	
	Effect Size	.	
	Strongly disagree	4%	
	Somewhat disagree	13%	
	Neither agree nor disagree	21%	
	Somewhat agree	36%	
	Strongly agree	26%	
No one at CWRU harasses me.	Total (n)	48	
	Mean	4.21	
	Std Deviation	1.24	
	Significance	.	
	Effect Size	.	
	Strongly disagree	6%	
	Somewhat disagree	6%	
	Neither agree nor disagree	10%	
	Somewhat agree	15%	
	Strongly agree	63%	
CWRU helps students understand the detrimental effects of discrimination.	Total (n)	46	
	Mean	3.72	
	Std Deviation	1.09	
	Significance	.	
	Effect Size	.	
	Strongly disagree	4%	
	Somewhat disagree	7%	
	Neither agree nor disagree	30%	
	Somewhat agree	30%	
	Strongly agree	28%	

## 2014 Faculty Climate Survey Results: Engineering

		CWRU	Peers
Classes/programs in my discipline adequately discuss cultural diversity.	Total (n)	36	
	Mean	2.94	
	Std Deviation	1.15	
	Significance	.	
	Effect Size	.	
	Strongly disagree	8%	
	Somewhat disagree	28%	
	Neither agree nor disagree	39%	
	Somewhat agree	11%	
	Strongly agree	14%	
Classes/programs in my discipline adequately discuss women's and men's issues.	Total (n)	35	
	Mean	2.97	
	Std Deviation	1.22	
	Significance	.	
	Effect Size	.	
	Strongly disagree	14%	
	Somewhat disagree	17%	
	Neither agree nor disagree	40%	
	Somewhat agree	14%	
	Strongly agree	14%	
A diversity of students enriches the CWRU environment.	Total (n)	47	
	Mean	4.51	
	Std Deviation	0.95	
	Significance	.	
	Effect Size	.	
	Strongly disagree	2%	
	Somewhat disagree	4%	
	Neither agree nor disagree	6%	
	Somewhat agree	15%	
	Strongly agree	72%	
I see the value of having students from different racial, cultural, or ethnic backgrounds in classes.	Total (n)	46	
	Mean	4.65	
	Std Deviation	0.77	
	Significance	.	
	Effect Size	.	
	Strongly disagree	2%	
	Somewhat disagree	0%	
	Neither agree nor disagree	4%	
	Somewhat agree	17%	
	Strongly agree	76%	

## 2014 Faculty Climate Survey Results: Engineering

		CWRU	Peers
I am satisfied with the ratio of women and men faculty members.	Total (n)	45	
	Mean	2.49	
	Std Deviation	1.24	
	Significance	.	
	Effect Size	.	
	Strongly disagree	27%	
	Somewhat disagree	27%	
	Neither agree nor disagree	24%	
	Somewhat agree	16%	
	Strongly agree	7%	
I am satisfied with the ratio of women and men staff members.	Total (n)	46	
	Mean	3.37	
	Std Deviation	1.20	
	Significance	.	
	Effect Size	.	
	Strongly disagree	7%	
	Somewhat disagree	15%	
	Neither agree nor disagree	37%	
	Somewhat agree	17%	
	Strongly agree	24%	
I have ample opportunities to meet people of different racial, cultural, or ethnic backgrounds.	Total (n)	46	
	Mean	3.91	
	Std Deviation	1.19	
	Significance	.	
	Effect Size	.	
	Strongly disagree	4%	
	Somewhat disagree	11%	
	Neither agree nor disagree	15%	
	Somewhat agree	28%	
	Strongly agree	41%	
While a faculty member at (INSERT INSTITUTION), have you served as a mentor for another faculty member?	Total (n)	50	262
	Yes, through a formal program c	10%	7%
	Yes, informally only	38%	48%
	Yes, both through a formal progr	32%	9%
	No	20%	36%
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)	50	259
	Yes, by assignment	0.06	10%
	Yes, by my choice	6%	12%
	Yes, both by assignment and my	0.24	4%
	No	64%	74%



## 2014 Faculty Climate Survey Results: Engineering

		CWRU	Peers
While at (INSERT INSTITUTION), do you feel as though you have received adequate mentoring?	Total (n)	40	413
	Mean	1.38	1.37
	Std Deviation	0.49	0.48
	Significance	0.91	
	Effect Size	0.02	
	Yes	63%	63%
	No	38%	37%
In your experience, to what extent are the following items valued in the tenure process: Research/ scholarly work (valued)	Total (n)	50	566
	Mean	2.92	2.94
	Std Deviation	0.27	0.28
	Significance	0.70	
	Effect Size	-0.07	
	Valued slightly or not at all	0%	1%
	Somewhat valued	8%	4%
Highly valued	92%	95%	
In your experience, to what extent are the following items valued in the tenure process: Teaching contributions (valued)	Total (n)	50	561
	Mean	2.00	2.14
	Std Deviation	0.61	0.63
	Significance	0.12	
	Effect Size	-0.23	
	Valued slightly or not at all	18%	14%
	Somewhat valued	64%	58%
Highly valued	18%	28%	
In your experience, to what extent are the following items valued in the tenure process: Service (i.e., committee work, etc.) (valued)	Total (n)	50	450
	Mean	1.76	1.62
	Std Deviation	0.66	0.57
	Significance	0.10	
	Effect Size	0.23	
	Valued slightly or not at all	36%	43%
	Somewhat valued	52%	53%
Highly valued	12%	4%	
In your experience, to what extent are the following items valued in the tenure process: Professional reputation	Total (n)	49	
	Mean	2.78	
	Std Deviation	0.47	
	Significance	.	
	Effect Size	.	
	Valued slightly or not at all	2%	
	Somewhat valued	18%	
Highly valued	80%		

## 2014 Faculty Climate Survey Results: Engineering

		CWRU	Peers
In your experience, to what extent are the following items valued in the tenure process: Collegiality	Total (n)	47	
	Mean	1.98	
	Std Deviation	0.68	
	Significance	.	
	Effect Size	.	
	Valued slightly or not at all	23%	
	Somewhat valued	55%	
	Highly valued	21%	
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)	47	
	Mean	2.26	
	Std Deviation	0.68	
	Significance	.	
	Effect Size	.	
	Valued slightly or not at all	13%	
	Somewhat valued	49%	
	Highly valued	38%	
In your experience, to what extent are the following items valued in the tenure process: Assessment by peers outside of CWRU	Total (n)	50	
	Mean	2.80	
	Std Deviation	0.45	
	Significance	.	
	Effect Size	.	
	Valued slightly or not at all	2%	
	Somewhat valued	16%	
	Highly valued	82%	
In your experience, to what extent are the following items valued in the tenure process: Obtaining grants/funding	Total (n)	50	
	Mean	2.92	
	Std Deviation	0.27	
	Significance	.	
	Effect Size	.	
	Valued slightly or not at all	0%	
	Somewhat valued	8%	
	Highly valued	92%	
How appropriately are these items valued in the tenure process: Research/ scholarly work	Total (n)	50	557
	Mean	3.06	3.06
	Std Deviation	0.62	0.55
	Significance	0.99	
	Effect Size	0.00	
	Very undervalued	2%	2%
	Somewhat undervalued	6%	5%
	Valued appropriately	80%	82%
	Somewhat overvalued	8%	9%
	Very overvalued	4%	3%

## 2014 Faculty Climate Survey Results: Engineering

		CWRU	Peers
How appropriately are these items valued in the tenure process: Teaching contributions	Total (n)	50	550
	Mean	2.50	2.61
	Std Deviation	0.71	0.75
	Significance	0.33	
	Effect Size	-0.15	
	Very undervalued	6%	8%
	Somewhat undervalued	44%	31%
	Valued appropriately	44%	56%
	Somewhat overvalued	6%	4%
	Very overvalued	0%	2%
How appropriately are these items valued in the tenure process: Service (i.e., committee work, etc.)	Total (n)	49	443
	Mean	2.71	2.69
	Std Deviation	0.79	0.71
	Significance	0.80	
	Effect Size	0.03	
	Very undervalued	8%	7%
	Somewhat undervalued	25%	24%
	Valued appropriately	55%	63%
	Somewhat overvalued	12%	5%
	Very overvalued	0%	1%
How appropriately are these items valued in the tenure process: Professional reputation	Total (n)	47	
	Mean	3.02	
	Std Deviation	0.68	
	Significance	.	
	Effect Size	.	
	Very undervalued	2%	
	Somewhat undervalued	11%	
	Valued appropriately	75%	
	Somewhat overvalued	9%	
	Very overvalued	4%	
How appropriately are these items valued in the tenure process: Collegiality	Total (n)	46	
	Mean	2.85	
	Std Deviation	0.79	
	Significance	.	
	Effect Size	.	
	Very undervalued	7%	
	Somewhat undervalued	17%	
	Valued appropriately	63%	
	Somewhat overvalued	11%	
	Very overvalued	2%	

## 2014 Faculty Climate Survey Results: Engineering

		CWRU	Peers
How appropriately are these items valued in the tenure process: Fit with the department's/school's mission	Total (n)	47	
	Mean	2.98	
	Std Deviation	0.61	
	Significance	.	
	Effect Size	.	
	Very undervalued	2%	
	Somewhat undervalued	11%	
	Valued appropriately	77%	
	Somewhat overvalued	9%	
	Very overvalued	2%	
How appropriately are these items valued in the tenure process: Assessment by peers outside CWRU	Total (n)	48	
	Mean	3.13	
	Std Deviation	0.70	
	Significance	.	
	Effect Size	.	
	Very undervalued	0%	
	Somewhat undervalued	10%	
	Valued appropriately	75%	
	Somewhat overvalued	6%	
	Very overvalued	8%	
How appropriately are these items valued in the tenure process: Obtaining grants/funding	Total (n)	50	
	Mean	3.44	
	Std Deviation	0.73	
	Significance	.	
	Effect Size	.	
	Very undervalued	0%	
	Somewhat undervalued	4%	
	Valued appropriately	58%	
	Somewhat overvalued	28%	
	Very overvalued	10%	
Do you agree that the criteria for tenure are clearly communicated?	Total (n)	50	565
	Mean	3.44	3.91
	Std Deviation	1.39	1.16
	Significance	0.02	
	Effect Size	-0.37	
	Strongly disagree	8%	5%
	Somewhat disagree	24%	11%
	Neither agree nor disagree	18%	10%
	Somewhat agree	16%	37%
	Strongly agree	34%	37%

## 2014 Faculty Climate Survey Results: Engineering

		CWRU	Peers
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)	50	360
	Mean	1.84	1.88
	Std Deviation	0.37	0.32
	Significance	0.38	
	Effect Size	-0.12	
	Yes	16%	12%
	No	84%	88%
In the next three years, how likely are you to leave (INSERT INSTITUTION)?	Total (n)	49	567
	Mean	2.55	2.5
	Std Deviation	1.29	1.24
	Significance	0.77	
	Effect Size	0.04	
	Very unlikely	31%	28%
	Somewhat unlikely	16%	24%
	Neither likely nor unlikely	27%	27%
	Somewhat likely	20%	14%
Very likely	6%	7%	
To what extent, if at all, have you considered the following reasons to leave: To increase your salary	Total (n)	45	602
	Mean	1.82	1.7
	Std Deviation	0.72	0.75
	Significance	0.30	
	Effect Size	0.16	
	Not at all	36%	48%
	To some extent	47%	35%
To a great extent	18%	18%	
To what extent, if at all, have you considered the following reasons to leave: To improve your prospects for tenure	Total (n)	24	435
	Mean	1.13	1.18
	Std Deviation	0.45	0.46
	Significance	0.59	
	Effect Size	-0.11	
	Not at all	92%	86%
	To some extent	4%	11%
To a great extent	4%	3%	
To what extent, if at all, have you considered the following reasons to leave: To enhance your career in other ways	Total (n)	43	526
	Mean	2.02	1.95
	Std Deviation	0.71	0.76
	Significance	0.56	
	Effect Size	0.10	
	Not at all	23%	31%
	To some extent	51%	43%
To a great extent	26%	26%	

## 2014 Faculty Climate Survey Results: Engineering

		CWRU	Peers
To what extent, if at all, have you considered the following reasons to leave: To find a more supportive work environment	Total (n)	45	589
	Mean	1.82	1.7
	Std Deviation	0.81	0.79
	Significance	0.32	
	Effect Size	0.15	
	Not at all	42%	50%
	To some extent	33%	29%
	To a great extent	24%	21%
To what extent, if at all, have you considered the following reasons to leave: To increase your time to do research	Total (n)	44	589
	Mean	1.68	1.71
	Std Deviation	0.74	0.76
	Significance	0.79	
	Effect Size	-0.04	
	Not at all	48%	47%
	To some extent	36%	34%
	To a great extent	16%	19%
To what extent, if at all, have you considered the following reasons to leave: To pursue a nonacademic job	Total (n)	39	564
	Mean	1.15	1.26
	Std Deviation	0.43	0.53
	Significance	0.14	
	Effect Size	-0.23	
	Not at all	87%	78%
	To some extent	10%	18%
	To a great extent	3%	4%
To what extent, if at all, have you considered the following reasons to leave: To reduce stress	Total (n)	45	605
	Mean	1.40	1.67
	Std Deviation	0.65	0.74
	Significance	0.01	
	Effect Size	-0.39	
	Not at all	69%	50%
	To some extent	22%	34%
	To a great extent	9%	17%
To what extent, if at all, have you considered the following reasons to leave: To address child-related issues	Total (n)	39	535
	Mean	1.15	1.194
	Std Deviation	0.43	0.48
	Significance	0.61	
	Effect Size	-0.09	
	Not at all	87%	84%
	To some extent	10%	12%
	To a great extent	3%	4%

## 2014 Faculty Climate Survey Results: Engineering

		CWRU	Peers
To what extent, if at all, have you considered the following reasons to leave: To address other family-related issues	Total (n)	39	
	Mean	1.26	
	Std Deviation	0.55	
	Significance	.	
	Effect Size	.	
	Not at all	80%	
	To some extent	15%	
	To a great extent	5%	
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)	40	555
	Mean	1.45	1.46
	Std Deviation	0.68	0.72
	Significance	0.90	
	Effect Size	-0.01	
	Not at all	65%	67%
	To some extent	25%	20%
	To a great extent	10%	13%
To what extent, if at all, have you considered the following reasons to leave: To lower your cost of living	Total (n)	42	513
	Mean	1.02	1.14
	Std Deviation	0.15	0.42
	Significance	0.00	
	Effect Size	-0.38	
	Not at all	98%	88%
	To some extent	2%	9%
	To a great extent	0%	3%
To what extent, if at all, have you considered the following reasons to leave: Retirement	Total (n)	44	530
	Mean	1.39	1.31
	Std Deviation	0.62	0.64
	Significance	0.44	
	Effect Size	0.13	
	Not at all	68%	79%
	To some extent	25%	11%
	To a great extent	7%	10%
To what extent, if at all, have you considered the following reasons to leave: Other	Total (n)	4	140
	Mean	1.50	1.58
	Std Deviation	0.58	0.84
	Significance	0.85	
	Effect Size	-0.11	
	Not at all	50%	65%
	To some extent	50%	12%
	To a great extent	0%	23%

## 2014 Faculty Climate Survey Results: Engineering

		CWRU	Peers
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)	50	
	Mean	3.78	
	Std Deviation	1.11	
	Significance	.	
	Effect Size	.	
	Very dissatisfied	4%	
	Somewhat dissatisfied	12%	
	Neither satisfied nor dissatisfied	14%	
	Somewhat satisfied	42%	
	Very satisfied	28%	
If you were to begin your career again, would you still want to be a faculty member?	Total (n)	50	
	Mean	4.48	
	Std Deviation	0.91	
	Significance	.	
	Effect Size	.	
	Definitely no	4%	
	Probably no	0%	
	Not sure	4%	
	Probably yes	28%	
	Definitely yes	64%	