

## 2014 Faculty Climate Survey Results: Law

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  $\sim$ .5 medium, and values greater than  $\sim$ .8 are large. Only tenured/tenure track faculty are included in these analyses.

		CWRU	Peers
What is your current rank?	Total (n)	30	165
	Mean	1.27	1.23
	Std Deviation	0.69	0.61
	Significance	0.8	
	Effect Size	0.06	
	Professor	87%	85%
	Associate Professor	0%	9%
	Assistant Professor	13%	6%
Age	Total (n)	30	102
	Mean	54.27	51.35
	Std Deviation	12.60	11.52
	Significance	0.2	
	Effect Size	0.24	
Gender	Total (n)	30	164
	Mean	1.23	1.36
	Std Deviation	0.43	0.48
	Significance	0.2	
	Effect Size	-0.28	
	Male	77%	64%
	Female	23%	36%
	Transgender or other	0%	0%
Overall, how satisfied are you being a faculty member at (INSERT INSTITUTION)?	Total (n)	16	163
	Mean	3.94	4.33
	Std Deviation	1.53	0.99
	Significance	0.3	
	Effect Size	-0.30	
	Very dissatisfied	13%	4%
	Somewhat dissatisfied	13%	4%
	Neither satisfied nor dissatisfied	0%	3%
	Somewhat satisfied	19%	35%
	Very satisfied	56%	55%

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		CWRU	Peers
How satisfied are you with the resources (INSERT INSTITUTION) provides to support your research and scholarship?	Total (n)	15	135
	Mean	3.87	4.3
	Std Deviation	1.55	0.97
	Significance	0.3	
	Effect Size	-0.33	
	Very dissatisfied	13%	3%
	Somewhat dissatisfied	13%	5%
	Neither satisfied nor dissatisfied	0%	3%
	Somewhat satisfied	20%	37%
	Very satisfied	53%	52%
How satisfied are you with the resources (INSERT INSTITUTION) provides to support your teaching?	Total (n)	16	129
	Mean	4.31	4.33
	Std Deviation	1.35	0.85
	Significance	1.0	
	Effect Size	-0.02	
	Very dissatisfied	6%	2%
	Somewhat dissatisfied	13%	2%
	Neither satisfied nor dissatisfied	0%	9%
	Somewhat satisfied	6%	36%
	Very satisfied	75%	51%
Please indicate the degree to which you are satisfied with each of the following: Salary	Total (n)	15	156
	Mean	3.87	4.05
	Std Deviation	1.06	1.08
	Significance	0.5	
	Effect Size	-0.17	
	Very dissatisfied	0%	5%
	Somewhat dissatisfied	20%	6%
	Neither satisfied nor dissatisfied	0%	5%
	Somewhat satisfied	53%	45%
	Very satisfied	27%	39%
Please indicate the degree to which you are satisfied with each of the following: Start-up funds	Total (n)	5	54
	Mean	4.8	3.69
	Std Deviation	0.45	1.21
	Significance	0.0	
	Effect Size	1.22	
	Very dissatisfied	0%	7%
	Somewhat dissatisfied	0%	7%
	Neither satisfied nor dissatisfied	0%	26%
	Somewhat satisfied	20%	28%
	Very satisfied	80%	32%

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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)	15	
	Mean	3.93	
	Std Deviation	1.39	
	Significance	.	
	Effect Size	.	
	Very dissatisfied	7%	
	Somewhat dissatisfied	13%	
	Neither satisfied nor dissatisfied	13%	
	Somewhat satisfied	13%	
	Very satisfied	53%	
Please indicate the degree to which you are satisfied with each of the following: Availability of nearby parking	Total (n)	16	
	Mean	3.44	
	Std Deviation	1.46	
	Significance	.	
	Effect Size	.	
	Very dissatisfied	13%	
	Somewhat dissatisfied	19%	
	Neither satisfied nor dissatisfied	13%	
	Somewhat satisfied	25%	
	Very satisfied	31%	
Please indicate the degree to which you are satisfied with each of the following: Office space	Total (n)	16	134
	Mean	4.25	4.51
	Std Deviation	1.18	0.93
	Significance	0.3	
	Effect Size	-0.24	
	Very dissatisfied	6%	2%
	Somewhat dissatisfied	6%	6%
	Neither satisfied nor dissatisfied	0%	4%
	Somewhat satisfied	31%	18%
	Very satisfied	56%	71%
Please indicate the degree to which you are satisfied with each of the following: Classroom space	Total (n)	16	153
	Mean	4	4.25
	Std Deviation	0.97	1.10
	Significance	0.4	
	Effect Size	-0.24	
	Very dissatisfied	0%	3%
	Somewhat dissatisfied	13%	9%
	Neither satisfied nor dissatisfied	6%	7%
	Somewhat satisfied	50%	22%
	Very satisfied	31%	59%

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Please indicate the degree to which you are satisfied with each of the following: Library resources	Total (n)	16	158
	Mean	4.5	4.41
	Std Deviation	1.03	0.98
	Significance	0.7	
	Effect Size	0.09	
	Very dissatisfied	6%	3%
	Somewhat dissatisfied	0%	6%
	Neither satisfied nor dissatisfied	0%	1%
	Somewhat satisfied	25%	28%
	Very satisfied	69%	62%
Please indicate the degree to which you are satisfied with each of the following: Computing resources	Total (n)	15	157
	Mean	3.93	4.1
	Std Deviation	1.10	1.10
	Significance	0.6	
	Effect Size	-0.15	
	Very dissatisfied	7%	4%
	Somewhat dissatisfied	0%	8%
	Neither satisfied nor dissatisfied	20%	8%
	Somewhat satisfied	40%	34%
	Very satisfied	33%	46%
Please indicate the degree to which you are satisfied with each of the following: Clerical and administrative staff	Total (n)	16	158
	Mean	4.63	3.97
	Std Deviation	0.50	1.03
	Significance	0.0	
	Effect Size	0.81	
	Very dissatisfied	0%	4%
	Somewhat dissatisfied	0%	7%
	Neither satisfied nor dissatisfied	0%	11%
	Somewhat satisfied	38%	45%
	Very satisfied	63%	34%
Please indicate the degree to which you are satisfied with each of the following: Technical and research staff	Total (n)	12	126
	Mean	4.58	3.87
	Std Deviation	0.52	1.12
	Significance	0.0	
	Effect Size	0.81	
	Very dissatisfied	0%	3%
	Somewhat dissatisfied	0%	14%
	Neither satisfied nor dissatisfied	0%	10%
	Somewhat satisfied	42%	39%
	Very satisfied	58%	34%

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		CWRU	Peers
Please indicate the degree to which you are satisfied with each of the following: Support for securing grants	Total (n)	7	77
	Mean	3.29	3.17
	Std Deviation	1.11	1.16
	Significance	0.8	
	Effect Size	0.11	
	Very dissatisfied	0%	12%
	Somewhat dissatisfied	29%	12%
	Neither satisfied nor dissatisfied	29%	38%
	Somewhat satisfied	29%	26%
	Very satisfied	14%	13%
Please indicate the degree to which you are satisfied with each of the following: Other resources to support research	Total (n)	13	
	Mean	3.69	
	Std Deviation	1.25	
	Significance	.	
	Effect Size	.	
	Very dissatisfied	8%	
	Somewhat dissatisfied	8%	
	Neither satisfied nor dissatisfied	23%	
	Somewhat satisfied	31%	
	Very satisfied	31%	
Please indicate the degree to which you are satisfied with each of the following: Teaching responsibilities	Total (n)	16	123
	Mean	4.38	4.45
	Std Deviation	0.89	0.80
	Significance	0.7	
	Effect Size	-0.08	
	Very dissatisfied	0%	0%
	Somewhat dissatisfied	6%	3%
	Neither satisfied nor dissatisfied	6%	10%
	Somewhat satisfied	31%	26%
	Very satisfied	56%	61%
Please indicate the degree to which you are satisfied with each of the following: Access to teaching assistants	Total (n)	5	43
	Mean	2.4	3.56
	Std Deviation	1.52	1.22
	Significance	0.1	
	Effect Size	-0.84	
	Very dissatisfied	20%	7%
	Somewhat dissatisfied	60%	14%
	Neither satisfied nor dissatisfied	0%	21%
	Somewhat satisfied	0%	33%
	Very satisfied	20%	26%

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		CWRU	Peers
Please indicate the degree to which you are satisfied with each of the following: Advising responsibilities	Total (n)	16	115
	Mean	4.06	4.14
	Std Deviation	1.06	0.84
	Significance	0.7	
	Effect Size	-0.08	
	Very dissatisfied	0%	0%
	Somewhat dissatisfied	13%	4%
	Neither satisfied nor dissatisfied	13%	18%
	Somewhat satisfied	31%	39%
	Very satisfied	44%	39%
Please indicate the degree to which you are satisfied with each of the following: Quality of graduate/professional students	Total (n)	13	93
	Mean	3.38	4.42
	Std Deviation	1.19	0.80
	Significance	0.0	
	Effect Size	-1.02	
	Very dissatisfied	0%	0%
	Somewhat dissatisfied	39%	4%
	Neither satisfied nor dissatisfied	0%	7%
	Somewhat satisfied	46%	32%
	Very satisfied	15%	57%
Please indicate the degree to which you are satisfied with each of the following: Time available for scholarly work	Total (n)	16	
	Mean	4	
	Std Deviation	1.10	
	Significance	.	
	Effect Size	.	
	Very dissatisfied	0%	
	Somewhat dissatisfied	19%	
	Neither satisfied nor dissatisfied	0%	
	Somewhat satisfied	44%	
	Very satisfied	38%	
Please indicate the degree to which you are satisfied with each of the following: Committee and administrative responsibilities	Total (n)	16	122
	Mean	3.38	3.68
	Std Deviation	1.20	1.04
	Significance	0.3	
	Effect Size	-0.27	
	Very dissatisfied	13%	3%
	Somewhat dissatisfied	6%	10%
	Neither satisfied nor dissatisfied	25%	25%
	Somewhat satisfied	44%	39%
	Very satisfied	13%	23%
Overall, how would you rate the reasonableness of your workload?	Total (n)	16	163
	Mean	3.31	3.25
	Std Deviation	0.48	0.55
	Significance	0.7	
	Effect Size	0.12	

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	Much too light	0%	0%
	Too light	0%	1%
	About right	69%	77%
	Too heavy	31%	18%
	Much too heavy	0%	4%
During an academic year, how many hours is your typical work week?	Total (n)	16	136
	Mean	54.81	54.45
	Std Deviation	8.32	9.38
	Significance	0.9	
	Effect Size	0.04	
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)	16	122
	Mean	2.19	2.06
	Std Deviation	0.40	0.66
	Significance	0.4	
	Effect Size	0.24	
	Not at all	0%	19%
	Somewhat	81%	57%
	Extensive	19%	25%
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)	16	121
	Mean	1.88	1.84
	Std Deviation	0.50	0.59
	Significance	0.8	
	Effect Size	0.07	
	Not at all	19%	26%
	Somewhat	75%	63%
	Extensive	6%	11%

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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)	16	111
	Mean	1.56	1.4
	Std Deviation	0.63	0.56
	Significance	0.3	
	Effect Size	0.27	
	Not at all	50%	64%
	Somewhat	44%	32%
	Extensive	6%	4%
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)	5	80
	Mean	1.4	1.31
	Std Deviation	0.55	0.61
	Significance	0.8	
	Effect Size	0.16	
	Not at all	60%	76%
	Somewhat	40%	16%
	Extensive	0%	8%
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)	16	119
	Mean	2	1.9
	Std Deviation	0.82	0.72
	Significance	0.6	
	Effect Size	0.13	
	Not at all	31%	31%
	Somewhat	38%	48%
	Extensive	31%	21%
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)	16	114
	Mean	1.5	1.38
	Std Deviation	0.52	0.52
	Significance	0.4	
	Effect Size	0.23	
	Not at all	50%	64%
	Somewhat	50%	34%
	Extensive	0%	2%
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)	13	90
	Mean	1.69	1.47
	Std Deviation	0.75	0.67
	Significance	0.3	
	Effect Size	0.31	
	Not at all	46%	63%
	Somewhat	39%	27%
	Extensive	15%	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: Departmental or campus politics	Total (n)	16	113
	Mean	2.25	1.57
	Std Deviation	0.78	0.64
	Significance	0.0	
	Effect Size	0.96	
	Not at all	19%	51%
	Somewhat	38%	41%
	Extensive	44%	8%
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)	16	113
	Mean	1.94	1.83
	Std Deviation	0.85	0.73
	Significance	0.6	
	Effect Size	0.14	
	Not at all	38%	36%
	Somewhat	31%	44%
	Extensive	31%	20%
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)	9	92
	Mean	1.56	1.67
	Std Deviation	0.73	0.76
	Significance	0.7	
	Effect Size	-0.15	
	Not at all	56%	50%
	Somewhat	33%	33%
	Extensive	11%	17%
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)	10	65
	Mean	1.4	1.68
	Std Deviation	0.70	0.81
	Significance	0.3	
	Effect Size	-0.37	
	Not at all	70%	54%
	Somewhat	20%	25%
	Extensive	10%	22%

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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)	16	112
	Mean	1.44	1.46
	Std Deviation	0.51	0.58
	Significance	0.9	
	Effect Size	-0.04	
	Not at all	56%	58%
	Somewhat	44%	38%
	Extensive	0%	5%
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)	16	
	Mean	1.63	
	Std Deviation	0.62	
	Significance	.	
	Effect Size	.	
	Not at all	44%	
	Somewhat	50%	
	Extensive	6%	
My colleagues value my research/ scholarship.	Total (n)	16	119
	Mean	3.69	3.88
	Std Deviation	1.30	1.14
	Significance	0.5	
	Effect Size	-0.16	
	Strongly disagree	6%	4%
	Somewhat disagree	19%	12%
	Neither agree nor disagree	6%	10%
	Somewhat agree	38%	40%
	Strongly agree	31%	35%
I am satisfied with opportunities to collaborate with faculty in my primary department/ unit.	Total (n)	16	116
	Mean	3.63	3.91
	Std Deviation	1.03	1.21
	Significance	0.4	
	Effect Size	-0.25	
	Strongly disagree	0%	5%
	Somewhat disagree	19%	12%
	Neither agree nor disagree	19%	10%
	Somewhat agree	44%	32%
	Strongly agree	19%	41%

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I am satisfied with opportunities to collaborate with faculty in other units at my Institution.	Total (n)	13	154
	Mean	3.08	3.64
	Std Deviation	0.95	1.17
	Significance	0.1	
	Effect Size	-0.52	
	Strongly disagree	0%	7%
	Somewhat disagree	39%	12%
	Neither agree nor disagree	15%	18%
	Somewhat agree	46%	38%
	Strongly agree	0%	25%
Interdisciplinary research is recognized and rewarded by my department/ unit.	Total (n)	14	155
	Mean	3.14	4.31
	Std Deviation	1.23	0.91
	Significance	0.0	
	Effect Size	-1.08	
	Strongly disagree	0%	1%
	Somewhat disagree	43%	4%
	Neither agree nor disagree	21%	11%
	Somewhat agree	14%	30%
	Strongly agree	21%	54%
I have a voice in the decision-making that affects the direction of my department/ unit.	Total (n)	16	156
	Mean	3.25	3.91
	Std Deviation	1.39	1.24
	Significance	0.0	
	Effect Size	-0.50	
	Strongly disagree	13%	6%
	Somewhat disagree	19%	13%
	Neither agree nor disagree	25%	8%
	Somewhat agree	19%	31%
	Strongly agree	25%	42%
My chair/ director/ dean creates a collegial and supportive environment.	Total (n)	16	151
	Mean	3.38	4.29
	Std Deviation	1.26	1.10
	Significance	0.0	
	Effect Size	-0.77	
	Strongly disagree	6%	2%
	Somewhat disagree	19%	11%
	Neither agree nor disagree	31%	6%
	Somewhat agree	19%	19%
	Strongly agree	25%	62%

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		CWRU	Peers
My chair/ director/ dean helps me obtain the resources I need.	Total (n)	15	151
	Mean	3.73	4.39
	Std Deviation	0.88	0.95
	Significance	0.0	
	Effect Size	-0.72	
	Strongly disagree	0%	3%
	Somewhat disagree	7%	3%
	Neither agree nor disagree	33%	7%
	Somewhat agree	40%	27%
	Strongly agree	20%	60%
I can navigate the unwritten rules concerning how one is to conduct oneself as a faculty member.	Total (n)	16	152
	Mean	3.94	4.22
	Std Deviation	1.12	0.90
	Significance	0.2	
	Effect Size	-0.28	
	Strongly disagree	6%	1%
	Somewhat disagree	6%	5%
	Neither agree nor disagree	6%	8%
	Somewhat agree	50%	41%
	Strongly agree	31%	45%
My department/ unit is a good fit for me.	Total (n)	16	
	Mean	3.88	
	Std Deviation	1.26	
	Significance	.	
	Effect Size	.	
	Strongly disagree	6%	
	Somewhat disagree	13%	
	Neither agree nor disagree	6%	
	Somewhat agree	38%	
	Strongly agree	38%	
My department/ unit is a place where individual faculty may comfortably raise personal and/ or family responsibilities when scheduling departmental/ unit responsibilities.	Total (n)	15	151
	Mean	3.33	4.26
	Std Deviation	1.18	0.87
	Significance	0.0	
	Effect Size	-0.90	
	Strongly disagree	7%	1%
	Somewhat disagree	20%	3%
	Neither agree nor disagree	20%	12%
	Somewhat agree	40%	36%
	Strongly agree	13%	48%

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I feel excluded from an informal network in my department/ unit.	Total (n)	16	153
	Mean	3	2.3
	Std Deviation	1.37	1.26
	Significance	0.0	
	Effect Size	0.53	
	Strongly disagree	19%	35%
	Somewhat disagree	19%	28%
	Neither agree nor disagree	19%	16%
	Strongly agree	13%	7%
I have to work harder than some of my colleagues to be perceived as a legitimate scholar.	Total (n)	16	153
	Mean	2.94	2.27
	Std Deviation	1.61	1.31
	Significance	0.1	
	Effect Size	0.46	
	Strongly disagree	31%	40%
	Somewhat disagree	13%	22%
	Neither agree nor disagree	6%	16%
	Strongly agree	19%	7%
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)	16	
	Mean	3.44	
	Std Deviation	1.50	
	Significance	.	
	Effect Size	.	
	Strongly disagree	19%	
	Somewhat disagree	6%	
	Neither agree nor disagree	19%	
	Strongly agree	31%	
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)	16	
	Mean	3.44	
	Std Deviation	1.63	
	Significance	.	
	Effect Size	.	
	Strongly disagree	19%	
	Somewhat disagree	13%	
	Neither agree nor disagree	19%	
	Strongly agree	44%	

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		CWRU	Peers
My dean maintains high academic standards	Total (n)	12	
	Mean	3.25	
	Std Deviation	1.36	
	Significance	.	
	Effect Size	.	
	Strongly disagree	8%	
	Somewhat disagree	33%	
	Neither agree nor disagree	0%	
	Somewhat agree	42%	
	Strongly agree	17%	
My dean is an effective administrator	Total (n)	11	
	Mean	3.18	
	Std Deviation	1.40	
	Significance	.	
	Effect Size	.	
	Strongly disagree	18%	
	Somewhat disagree	9%	
	Neither agree nor disagree	27%	
	Somewhat agree	27%	
	Strongly agree	18%	
My dean articulates clear criteria for tenure/ promotion/evaluation	Total (n)	10	
	Mean	3.3	
	Std Deviation	1.42	
	Significance	.	
	Effect Size	.	
	Strongly disagree	10%	
	Somewhat disagree	20%	
	Neither agree nor disagree	30%	
	Somewhat agree	10%	
	Strongly agree	30%	
My dean shows commitment to diversity	Total (n)	11	
	Mean	3.45	
	Std Deviation	1.44	
	Significance	.	
	Effect Size	.	
	Strongly disagree	18%	
	Somewhat disagree	0%	
	Neither agree nor disagree	27%	
	Somewhat agree	27%	
	Strongly agree	27%	

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		CWRU	Peers
My dean is open to constructive criticism	Total (n)	11	
	Mean	2.45	
	Std Deviation	1.44	
	Significance	.	
	Effect Size	.	
	Strongly disagree	36%	
	Somewhat disagree	18%	
	Neither agree nor disagree	18%	
	Somewhat agree	18%	
	Strongly agree	9%	
My dean treats faculty in an even-handed way	Total (n)	11	
	Mean	2.55	
	Std Deviation	1.44	
	Significance	.	
	Effect Size	.	
	Strongly disagree	36%	
	Somewhat disagree	9%	
	Neither agree nor disagree	27%	
	Somewhat agree	18%	
	Strongly agree	9%	
My dean articulates a clear vision	Total (n)	11	
	Mean	2.82	
	Std Deviation	1.54	
	Significance	.	
	Effect Size	.	
	Strongly disagree	36%	
	Somewhat disagree	0%	
	Neither agree nor disagree	18%	
	Somewhat agree	36%	
	Strongly agree	9%	
My dean honors agreements	Total (n)	11	
	Mean	3.18	
	Std Deviation	1.54	
	Significance	.	
	Effect Size	.	
	Strongly disagree	27%	
	Somewhat disagree	0%	
	Neither agree nor disagree	18%	
	Somewhat agree	36%	
	Strongly agree	18%	

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		CWRU	Peers
My dean handles disputes/problems effectively	Total (n)	10	
	Mean	2.5	
	Std Deviation	1.51	
	Significance	.	
	Effect Size	.	
	Strongly disagree	40%	
	Somewhat disagree	10%	
	Neither agree nor disagree	20%	
	Somewhat agree	20%	
	Strongly agree	10%	
My dean communicates consistently with faculty	Total (n)	11	
	Mean	2.91	
	Std Deviation	1.51	
	Significance	.	
	Effect Size	.	
	Strongly disagree	27%	
	Somewhat disagree	9%	
	Neither agree nor disagree	27%	
	Somewhat agree	18%	
	Strongly agree	18%	
My dean articulates clear criteria for allocation of resources	Total (n)	10	
	Mean	2.9	
	Std Deviation	1.60	
	Significance	.	
	Effect Size	.	
	Strongly disagree	30%	
	Somewhat disagree	10%	
	Neither agree nor disagree	20%	
	Somewhat agree	20%	
	Strongly agree	20%	
Do you consider yourself to be:	Total (n)	14	
	Effect Size	.	
	Heterosexual or straight	86%	
	Gay or lesbian	0%	
	Bisexual	0%	
	Prefer not to answer	14%	
Please indicate your agreement or disagreement with the following statements.-CWRU is a comfortable place for me as a faculty member.	Total (n)	14	
	Mean	3.93	
	Std Deviation	1.39	
	Significance	.	
	Effect Size	.	
	Strongly disagree	14%	
	Somewhat disagree	0%	
	Neither agree nor disagree	7%	
	Somewhat agree	36%	
	Strongly agree	43%	



## 2014 Faculty Climate Survey Results: Law

		CWRU	Peers
I have felt discriminated against at CWRU because of my-Age	Total (n)	13	
	Mean	2.15	
	Std Deviation	1.57	
	Significance	.	
	Effect Size	.	
	Strongly disagree	62%	
	Somewhat disagree	0%	
	Neither agree nor disagree	8%	
	Somewhat agree	23%	
	Strongly agree	8%	
I have felt discriminated against at CWRU because of my-Racial, cultural, or ethnic background	Total (n)	13	
	Mean	2.38	
	Std Deviation	1.56	
	Significance	.	
	Effect Size	.	
	Strongly disagree	46%	
	Somewhat disagree	8%	
	Neither agree nor disagree	23%	
	Somewhat agree	8%	
	Strongly agree	15%	
I have felt discriminated against at CWRU because of my-Disability	Total (n)	9	
	Mean	2	
	Std Deviation	1.41	
	Significance	.	
	Effect Size	.	
	Strongly disagree	56%	
	Somewhat disagree	11%	
	Neither agree nor disagree	22%	
	Somewhat agree	0%	
	Strongly agree	11%	
I have felt discriminated against at CWRU because of my-Gender	Total (n)	14	
	Mean	2.79	
	Std Deviation	1.48	
	Significance	.	
	Effect Size	.	
	Strongly disagree	29%	
	Somewhat disagree	14%	
	Neither agree nor disagree	21%	
	Somewhat agree	21%	
	Strongly agree	14%	
I have felt discriminated against at CWRU because of my-Religious affiliation	Total (n)	12	
	Mean	1.92	
	Std Deviation	1.31	
	Significance	.	
	Effect Size	.	
	Strongly disagree	58%	

## 2014 Faculty Climate Survey Results: Law

		CWRU	Peers
	Somewhat disagree	8%	
	Neither agree nor disagree	25%	
	Somewhat agree	0%	
	Strongly agree	8%	
I have felt discriminated against at CWRU because of my-Sexual orientation	Total (n)	13	
	Mean	1.69	
	Std Deviation	1.25	
	Significance	.	
	Effect Size	.	
	Strongly disagree	69%	
	Somewhat disagree	8%	
	Neither agree nor disagree	15%	
	Somewhat agree	0%	
	Strongly agree	8%	
I have felt discriminated against at CWRU because of my-Socioeconomic status	Total (n)	13	
	Mean	1.62	
	Std Deviation	1.26	
	Significance	.	
	Effect Size	.	
	Strongly disagree	77%	
	Somewhat disagree	0%	
	Neither agree nor disagree	15%	
	Somewhat agree	0%	
	Strongly agree	8%	
I know how to seek help if I am discriminated against.	Total (n)	12	
	Mean	3	
	Std Deviation	1.35	
	Significance	.	
	Effect Size	.	
	Strongly disagree	17%	
	Somewhat disagree	17%	
	Neither agree nor disagree	33%	
	Somewhat agree	17%	
	Strongly agree	17%	
The CWRU environment encourages people of diverse racial, cultural, or ethnic backgrounds to meet.	Total (n)	13	
	Mean	3.08	
	Std Deviation	1.19	
	Significance	.	
	Effect Size	.	
	Strongly disagree	8%	
	Somewhat disagree	31%	
	Neither agree nor disagree	15%	
	Somewhat agree	39%	
	Strongly agree	8%	
CWRU offers ample ethnic/cultural programs as special events.	Total (n)	13	
	Mean	3	

## 2014 Faculty Climate Survey Results: Law

		CWRU	Peers
	Std Deviation	0.91	
	Significance	.	
	Effect Size	.	
	Strongly disagree	8%	
	Somewhat disagree	15%	
	Neither agree nor disagree	46%	
	Somewhat agree	31%	
	Strongly agree	0%	
No one at CWRU harasses me.	Total (n)	13	
	Mean	4.54	
	Std Deviation	1.13	
	Significance	.	
	Effect Size	.	
	Strongly disagree	8%	
	Somewhat disagree	0%	
	Neither agree nor disagree	0%	
	Somewhat agree	15%	
	Strongly agree	77%	
CWRU helps students understand the detrimental effects of discrimination.	Total (n)	13	
	Mean	3.23	
	Std Deviation	1.01	
	Significance	.	
	Effect Size	.	
	Strongly disagree	8%	
	Somewhat disagree	15%	
	Neither agree nor disagree	23%	
	Somewhat agree	54%	
	Strongly agree	0%	

## 2014 Faculty Climate Survey Results: Law

		CWRU	Peers
Classes/programs in my discipline adequately discuss cultural diversity.	Total (n)	13	
	Mean	3.54	
	Std Deviation	1.33	
	Significance	.	
	Effect Size	.	
	Strongly disagree	8%	
	Somewhat disagree	15%	
	Neither agree nor disagree	23%	
	Somewhat agree	23%	
	Strongly agree	31%	
Classes/programs in my discipline adequately discuss women's and men's issues.	Total (n)	12	
	Mean	2.92	
	Std Deviation	1.31	
	Significance	.	
	Effect Size	.	
	Strongly disagree	8%	
	Somewhat disagree	42%	
	Neither agree nor disagree	17%	
	Somewhat agree	17%	
	Strongly agree	17%	
A diversity of students enriches the CWRU environment.	Total (n)	13	
	Mean	4.23	
	Std Deviation	1.24	
	Significance	.	
	Effect Size	.	
	Strongly disagree	0%	
	Somewhat disagree	15%	
	Neither agree nor disagree	15%	
	Somewhat agree	0%	
	Strongly agree	69%	
I see the value of having students from different racial, cultural, or ethnic backgrounds in classes.	Total (n)	13	
	Mean	4.23	
	Std Deviation	1.48	
	Significance	.	
	Effect Size	.	
	Strongly disagree	8%	
	Somewhat disagree	15%	
	Neither agree nor disagree	0%	
	Somewhat agree	0%	
	Strongly agree	77%	

## 2014 Faculty Climate Survey Results: Law

		CWRU	Peers
I am satisfied with the ratio of women and men faculty members.	Total (n)	12	
	Mean	2.33	
	Std Deviation	1.16	
	Significance	.	
	Effect Size	.	
	Strongly disagree	25%	
	Somewhat disagree	33%	
	Neither agree nor disagree	33%	
	Strongly agree	8%	
I am satisfied with the ratio of women and men staff members.	Total (n)	13	
	Mean	3	
	Std Deviation	1.16	
	Significance	.	
	Effect Size	.	
	Strongly disagree	8%	
	Somewhat disagree	23%	
	Neither agree nor disagree	46%	
	Strongly agree	15%	
I have ample opportunities to meet people of different racial, cultural, or ethnic backgrounds.	Total (n)	13	
	Mean	3.08	
	Std Deviation	1.32	
	Significance	.	
	Effect Size	.	
	Strongly disagree	15%	
	Somewhat disagree	23%	
	Neither agree nor disagree	8%	
	Strongly agree	46%	
While a faculty member at (INSERT INSTITUTION), have you served as a mentor for another faculty member?	Total (n)	13	
	Yes, through a formal program only	8%	
	Yes, informally only	31%	
	Yes, both through a formal program and informally	46%	
	No	15%	
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)	13	
	Yes, by assignment	15%	
	Yes, by my choice	8%	
	Yes, both by assignment and my choice	39%	
	No	39%	

## 2014 Faculty Climate Survey Results: Law

		CWRU	Peers
While at (INSERT INSTITUTION), do you feel as though you have received adequate mentoring?	Total (n)	9	
	Mean	1.22	
	Std Deviation	0.44	
	Significance	.	
	Effect Size	.	
	Yes	78%	
	No	22%	
In your experience, to what extent are the following items valued in the tenure process: Research/ scholarly work (valued)	Total (n)	12	119
	Mean	2.92	2.95
	Std Deviation	0.29	0.26
	Significance	0.7	
	Effect Size	-0.11	
	Valued slightly or not at all	0%	1%
	Somewhat valued	8%	3%
	Highly valued	92%	96%
In your experience, to what extent are the following items valued in the tenure process: Teaching contributions (valued)	Total (n)	12	118
	Mean	2.25	2.24
	Std Deviation	0.45	0.58
	Significance	0.9	
	Effect Size	0.02	
	Valued slightly or not at all	0%	8%
	Somewhat valued	75%	61%
	Highly valued	25%	31%
In your experience, to what extent are the following items valued in the tenure process: Service (i.e., committee work, etc.) (valued)	Total (n)	12	
	Mean	2	
	Std Deviation	0.43	
	Significance	.	
	Effect Size	.	
	Valued slightly or not at all	8%	
	Highly valued	8%	
In your experience, to what extent are the following items valued in the tenure process: Professional reputation	Total (n)	11	
	Mean	2.36	
	Std Deviation	0.51	
	Significance	.	
	Effect Size	.	
	Valued slightly or not at all	0%	
	Highly valued	36%	

## 2014 Faculty Climate Survey Results: Law

		CWRU	Peers
In your experience, to what extent are the following items valued in the tenure process: Collegiality	Total (n)	12	
	Mean	2.17	
	Std Deviation	0.58	
	Significance	.	
	Effect Size	.	
	Valued slightly or not at all	8%	
	Somewhat valued	67%	
	Highly valued	25%	
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)	11	
	Mean	1.64	
	Std Deviation	0.51	
	Significance	.	
	Effect Size	.	
	Valued slightly or not at all	36%	
	Somewhat valued	64%	
	Highly valued	0%	
In your experience, to what extent are the following items valued in the tenure process: Assessment by peers outside of CWRU	Total (n)	11	
	Mean	2.64	
	Std Deviation	0.51	
	Significance	.	
	Effect Size	.	
	Valued slightly or not at all	0%	
	Somewhat valued	36%	
	Highly valued	64%	
In your experience, to what extent are the following items valued in the tenure process: Obtaining grants/funding	Total (n)	4	
	Mean	1	
	Std Deviation	0.00	
	Significance	.	
	Effect Size	.	
	Valued slightly or not at all	100%	
	Somewhat valued	0%	
	Highly valued	0%	
How appropriately are these items valued in the tenure process: Research/ scholarly work	Total (n)	12	118
	Mean	2.92	3.08
	Std Deviation	0.79	0.59
	Significance	0.4	
	Effect Size	-0.23	
	Very undervalued	8%	2%
	Somewhat undervalued	8%	6%
	Valued appropriately	67%	78%
	Somewhat overvalued	17%	12%
	Very overvalued	0%	3%

## 2014 Faculty Climate Survey Results: Law

		CWRU	Peers
How appropriately are these items valued in the tenure process: Teaching contributions	Total (n)	12	115
	Mean	2.33	2.7
	Std Deviation	0.78	0.75
	Significance	0.1	
	Effect Size	-0.48	
	Very undervalued	17%	8%
	Somewhat undervalued	33%	23%
	Valued appropriately	50%	62%
	Somewhat overvalued	0%	7%
	Very overvalued	0%	1%
How appropriately are these items valued in the tenure process: Service (i.e., committee work, etc.)	Total (n)	12	
	Mean	2.75	
	Std Deviation	0.87	
	Significance	.	
	Effect Size	.	
	Very undervalued	8%	
	Somewhat undervalued	25%	
	Valued appropriately	50%	
	Somewhat overvalued	17%	
	Very overvalued	0%	
How appropriately are these items valued in the tenure process: Professional reputation	Total (n)	12	
	Mean	3.25	
	Std Deviation	0.45	
	Significance	.	
	Effect Size	.	
	Very undervalued	0%	
	Somewhat undervalued	0%	
	Valued appropriately	75%	
	Somewhat overvalued	25%	
	Very overvalued	0%	
How appropriately are these items valued in the tenure process: Collegiality	Total (n)	12	
	Mean	3.25	
	Std Deviation	0.62	
	Significance	.	
	Effect Size	.	
	Very undervalued	0%	
	Somewhat undervalued	8%	
	Valued appropriately	58%	
	Somewhat overvalued	33%	
	Very overvalued	0%	



## 2014 Faculty Climate Survey Results: Law

		CWRU	Peers
How appropriately are these items valued in the tenure process: Fit with the department's/school's mission	Total (n)	11	
	Mean	2.64	
	Std Deviation	0.92	
	Significance	.	
	Effect Size	.	
	Very undervalued	18%	
	Somewhat undervalued	9%	
	Valued appropriately	64%	
	Somewhat overvalued	9%	
	Very overvalued	0%	
How appropriately are these items valued in the tenure process: Assessment by peers outside CWRU	Total (n)	11	
	Mean	3	
	Std Deviation	0.63	
	Significance	.	
	Effect Size	.	
	Very undervalued	0%	
	Somewhat undervalued	18%	
	Valued appropriately	64%	
	Somewhat overvalued	18%	
	Very overvalued	0%	
Do you agree that the criteria for tenure are clearly communicated?	Total (n)	12	119
	Mean	3.5	4.14
	Std Deviation	1.31	1.05
	Significance	0.1	
	Effect Size	-0.54	
	Strongly disagree	0%	3%
	Somewhat disagree	33%	9%
	Neither agree nor disagree	17%	6%
	Somewhat agree	17%	36%
	Strongly agree	33%	46%

## 2014 Faculty Climate Survey Results: Law

		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)	13	119
	Mean	1.69	1.76
	Std Deviation	0.48	0.43
	Significance	0.6	
	Effect Size	-0.15	
	Yes	31%	24%
	No	69%	76%
In the next three years, how likely are you to leave (INSERT INSTITUTION)?	Total (n)	13	119
	Mean	2.77	2.24
	Std Deviation	1.24	1.20
	Significance	0.1	
	Effect Size	0.44	
	Very unlikely	8%	39%
	Somewhat unlikely	46%	19%
	Neither likely nor unlikely	23%	24%
	Somewhat likely	8%	16%
	Very likely	15%	3%
To what extent, if at all, have you considered the following reasons to leave: To increase your salary	Total (n)	13	143
	Mean	2.08	1.68
	Std Deviation	0.49	0.70
	Significance	0.0	
	Effect Size	0.66	
	Not at all	8%	46%
	To some extent	77%	41%
To a great extent	15%	13%	
To what extent, if at all, have you considered the following reasons to leave: To improve your prospects for tenure	Total (n)	5	102
	Mean	1	1.12
	Std Deviation	0.00	0.41
	Significance	0.5	
	Effect Size	-0.42	
	Not at all	100%	91%
	To some extent	0%	6%
To a great extent	0%	3%	
To what extent, if at all, have you considered the following reasons to leave: To enhance your career in other ways	Total (n)	13	112
	Mean	2.31	1.92
	Std Deviation	0.63	0.69
	Significance	0.1	
	Effect Size	0.59	
	Not at all	8%	28%
	To some extent	54%	53%
To a great extent	39%	20%	

## 2014 Faculty Climate Survey Results: Law

		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)	13	142
	Mean	1.85	1.49
	Std Deviation	0.80	0.70
	Significance	0.1	
	Effect Size	0.48	
	Not at all	39%	63%
	To some extent	39%	25%
	To a great extent	23%	12%
To what extent, if at all, have you considered the following reasons to leave: To increase your time to do research	Total (n)	13	140
	Mean	1.62	1.46
	Std Deviation	0.65	0.67
	Significance	0.4	
	Effect Size	0.24	
	Not at all	46%	64%
	To some extent	46%	26%
	To a great extent	8%	10%
To what extent, if at all, have you considered the following reasons to leave: To pursue a nonacademic job	Total (n)	13	137
	Mean	1.08	1.18
	Std Deviation	0.28	0.42
	Significance	0.4	
	Effect Size	-0.28	
	Not at all	92%	83%
	To some extent	8%	15%
	To a great extent	0%	2%
To what extent, if at all, have you considered the following reasons to leave: To reduce stress	Total (n)	13	139
	Mean	1.38	1.33
	Std Deviation	0.65	0.62
	Significance	0.8	
	Effect Size	0.08	
	Not at all	69%	75%
	To some extent	23%	17%
	To a great extent	8%	8%
To what extent, if at all, have you considered the following reasons to leave: To address child-related issues	Total (n)	10	124
	Mean	1	1.185
	Std Deviation	0.00	0.47
	Significance	0.0	
	Effect Size	-0.56	
	Not at all	100%	85%
	To some extent	0%	12%
	To a great extent	0%	3%

## 2014 Faculty Climate Survey Results: Law

		CWRU	Peers
To what extent, if at all, have you considered the following reasons to leave: To address other family-related issues	Total (n)	11	
	Mean	1.45	
	Std Deviation	0.69	
	Significance	.	
	Effect Size	.	
	Not at all	64%	
	To some extent	27%	
	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)	12	130
	Mean	1.33	1.56
	Std Deviation	0.65	0.78
	Significance	0.3	
	Effect Size	-0.32	
	Not at all	75%	62%
	To some extent	17%	21%
	To a great extent	8%	18%
To what extent, if at all, have you considered the following reasons to leave: To lower your cost of living	Total (n)	13	105
	Mean	1	1.05
	Std Deviation	0.00	0.21
	Significance	0.4	
	Effect Size	-0.33	
	Not at all	100%	95%
	To some extent	0%	5%
	To a great extent	0%	0%
To what extent, if at all, have you considered the following reasons to leave: Retirement	Total (n)	13	134
	Mean	1.31	1.37
	Std Deviation	0.63	0.66
	Significance	0.7	
	Effect Size	-0.09	
	Not at all	77%	72%
	To some extent	15%	18%
	To a great extent	8%	10%
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)	13	
	Mean	3.31	
	Std Deviation	1.38	
	Significance	.	
	Effect Size	.	
	Very dissatisfied	15%	
	Somewhat dissatisfied	15%	
	Neither satisfied nor dissatisfied	8%	
	Somewhat satisfied	46%	28%
	Very satisfied	15%	50%
If you were to begin your career again, would you still want to be a faculty member?	Total (n)	13	
	Mean	4.77	
	Std Deviation	0.44	

## 2014 Faculty Climate Survey Results: Law

		CWRU	Peers
	Significance	.	
	Effect Size	.	
	Definitely no	0%	
	Probably no	0%	
	Not sure	0%	
	Probably yes	23%	
	Definitely yes	77%	