

2014 Faculty Climate Survey Results: Management

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)	51	434
	Mean	1.71	1.76
	Std Deviation	0.86	0.85
	Significance	0.69	
	Effect Size	-0.06	
	Professor	55%	51%
	Associate Professor	20%	23%
	Assistant Professor	26%	27%
Age	Total (n)	51	235
	Mean	52.76	48.61
	Std Deviation	12.05	12.22
	Significance	0.03	
	Effect Size	0.34	
Gender	Total (n)	51	432
	Mean	1.27	1.22
	Std Deviation	0.45	0.41
	Significance	0.36	
	Effect Size	0.12	
	Male	73%	78%
	Female	28%	22%
	Transgender or other	0%	0%
Overall, how satisfied are you being a faculty member at (INSERT INSTITUTION)?	Total (n)	23	420
	Mean	3.91	4.23
	Std Deviation	1.04	1.01
	Significance	0.14	
	Effect Size	-0.31	
	Very dissatisfied	4%	4%
	Somewhat dissatisfied	9%	5%
	Neither satisfied nor dissatisfied	4%	5%
	Somewhat satisfied	57%	37%
	Very satisfied	26%	49%

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How satisfied are you with the resources (INSERT INSTITUTION) provides to support your research and scholarship?	Total (n)	23	374
	Mean	3.39	4.19
	Std Deviation	1.16	0.97
	Significance	0.00	
	Effect Size	-0.75	
	Very dissatisfied	13%	3%
	Somewhat dissatisfied	4%	5%
	Neither satisfied nor dissatisfied	22%	8%
	Somewhat satisfied	52%	39%
	Very satisfied	9%	45%
How satisfied are you with the resources (INSERT INSTITUTION) provides to support your teaching?	Total (n)	23	374
	Mean	4	3.97
	Std Deviation	0.91	1.03
	Significance	0.90	
	Effect Size	0.03	
	Very dissatisfied	0%	3%
	Somewhat dissatisfied	9%	8%
	Neither satisfied nor dissatisfied	13%	14%
	Somewhat satisfied	48%	40%
	Very satisfied	30%	35%
Please indicate the degree to which you are satisfied with each of the following: Salary	Total (n)	22	397
	Mean	3.36	3.83
	Std Deviation	1.18	1.17
	Significance	0.07	
	Effect Size	-0.40	
	Very dissatisfied	0%	5%
	Somewhat dissatisfied	36%	12%
	Neither satisfied nor dissatisfied	9%	11%
	Somewhat satisfied	36%	39%
	Very satisfied	18%	33%
Please indicate the degree to which you are satisfied with each of the following: Start-up funds	Total (n)	11	215
	Mean	3.73	3.82
	Std Deviation	1.27	1.15
	Significance	0.79	
	Effect Size	-0.07	
	Very dissatisfied	9%	5%
	Somewhat dissatisfied	0%	9%
	Neither satisfied nor dissatisfied	36%	21%
	Somewhat satisfied	18%	30%
	Very satisfied	36%	35%

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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)	23	
	Mean	4.26	
	Std Deviation	0.96	
	Significance	.	
	Effect Size	.	
	Very dissatisfied	0%	
	Somewhat dissatisfied	9%	
	Neither satisfied nor dissatisfied	9%	
	Somewhat satisfied	30%	
	Very satisfied	52%	
Please indicate the degree to which you are satisfied with each of the following: Availability of nearby parking	Total (n)	22	
	Mean	4.14	
	Std Deviation	1.13	
	Significance	.	
	Effect Size	.	
	Very dissatisfied	0%	
	Somewhat dissatisfied	14%	
	Neither satisfied nor dissatisfied	14%	
	Somewhat satisfied	18%	
	Very satisfied	55%	
Please indicate the degree to which you are satisfied with each of the following: Office space	Total (n)	23	353
	Mean	4.87	4.37
	Std Deviation	0.34	0.94
	Significance	0.00	
	Effect Size	0.71	
	Very dissatisfied	0%	1%
	Somewhat dissatisfied	0%	6%
	Neither satisfied nor dissatisfied	0%	6%
	Somewhat satisfied	13%	29%
	Very satisfied	87%	58%
Please indicate the degree to which you are satisfied with each of the following: Lab or research space	Total (n)	9	117
	Mean	3.89	3.83
	Std Deviation	0.93	1.28
	Significance	0.89	
	Effect Size	0.05	
	Very dissatisfied	0%	9%
	Somewhat dissatisfied	11%	9%
	Neither satisfied nor dissatisfied	11%	14%
	Somewhat satisfied	56%	30%
	Very satisfied	22%	39%

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Please indicate the degree to which you are satisfied with each of the following: Classroom space	Total (n)	23	403
	Mean	4.39	4.18
	Std Deviation	0.66	1.00
	Significance	0.32	
	Effect Size	0.25	
	Very dissatisfied	0%	3%
	Somewhat dissatisfied	0%	6%
	Neither satisfied nor dissatisfied	9%	7%
	Somewhat satisfied	44%	38%
	Very satisfied	48%	46%
Please indicate the degree to which you are satisfied with each of the following: Library resources	Total (n)	23	381
	Mean	4.17	4.31
	Std Deviation	0.89	0.85
	Significance	0.44	
	Effect Size	-0.16	
	Very dissatisfied	0%	1%
	Somewhat dissatisfied	9%	3%
	Neither satisfied nor dissatisfied	4%	10%
	Somewhat satisfied	48%	36%
	Very satisfied	39%	50%
Please indicate the degree to which you are satisfied with each of the following: Computing resources	Total (n)	22	346
	Mean	4.23	4.3
	Std Deviation	1.02	0.91
	Significance	0.72	
	Effect Size	-0.07	
	Very dissatisfied	0%	1%
	Somewhat dissatisfied	9%	5%
	Neither satisfied nor dissatisfied	14%	8%
	Somewhat satisfied	23%	34%
	Very satisfied	55%	52%
Please indicate the degree to which you are satisfied with each of the following: Clerical and administrative staff	Total (n)	23	342
	Mean	4.3	3.95
	Std Deviation	1.06	1.08
	Significance	0.13	
	Effect Size	0.33	
	Very dissatisfied	4%	3%
	Somewhat dissatisfied	0%	9%
	Neither satisfied nor dissatisfied	17%	15%
	Somewhat satisfied	17%	36%
	Very satisfied	61%	37%

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Please indicate the degree to which you are satisfied with each of the following: Technical and research staff	Total (n)	16	258
	Mean	3.88	3.76
	Std Deviation	1.26	1.08
	Significance	0.67	
	Effect Size	0.10	
	Very dissatisfied	6%	4%
	Somewhat dissatisfied	6%	9%
	Neither satisfied nor dissatisfied	25%	23%
	Somewhat satisfied	19%	37%
	Very satisfied	44%	28%
Please indicate the degree to which you are satisfied with each of the following: Support for securing grants	Total (n)	15	261
	Mean	2.6	3.37
	Std Deviation	1.12	1.13
	Significance	0.01	
	Effect Size	-0.68	
	Very dissatisfied	20%	6%
	Somewhat dissatisfied	27%	16%
	Neither satisfied nor dissatisfied	27%	32%
	Somewhat satisfied	27%	27%
	Very satisfied	0%	19%
Please indicate the degree to which you are satisfied with each of the following: Other resources to support research	Total (n)	22	
	Mean	3.09	
	Std Deviation	1.11	
	Significance	.	
	Effect Size	.	
	Very dissatisfied	14%	
	Somewhat dissatisfied	9%	
	Neither satisfied nor dissatisfied	36%	
	Somewhat satisfied	36%	
	Very satisfied	5%	
Please indicate the degree to which you are satisfied with each of the following: Teaching responsibilities	Total (n)	23	255
	Mean	3.83	4.08
	Std Deviation	0.94	1.04
	Significance	0.26	
	Effect Size	-0.25	
	Very dissatisfied	4%	1%
	Somewhat dissatisfied	4%	11%
	Neither satisfied nor dissatisfied	13%	11%
	Somewhat satisfied	61%	32%
	Very satisfied	17%	44%

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Please indicate the degree to which you are satisfied with each of the following: Access to teaching assistants	Total (n)	21	241
	Mean	3.67	3.78
	Std Deviation	1.11	1.28
	Significance	0.68	
	Effect Size	-0.09	
	Very dissatisfied	5%	7%
	Somewhat dissatisfied	14%	13%
	Neither satisfied nor dissatisfied	10%	14%
	Somewhat satisfied	52%	27%
	Very satisfied	19%	39%
Please indicate the degree to which you are satisfied with each of the following: Advising responsibilities	Total (n)	20	214
	Mean	4.1	4.13
	Std Deviation	0.79	0.89
	Significance	0.88	
	Effect Size	-0.04	
	Very dissatisfied	0%	1%
	Somewhat dissatisfied	0%	5%
	Neither satisfied nor dissatisfied	25%	17%
	Somewhat satisfied	40%	36%
	Very satisfied	35%	41%
Please indicate the degree to which you are satisfied with each of the following: Quality of graduate/professional students	Total (n)	20	249
	Mean	3.9	3.85
	Std Deviation	0.85	1.12
	Significance	0.80	
	Effect Size	0.05	
	Very dissatisfied	0%	3%
	Somewhat dissatisfied	10%	14%
	Neither satisfied nor dissatisfied	10%	13%
	Somewhat satisfied	60%	37%
	Very satisfied	20%	33%
Please indicate the degree to which you are satisfied with each of the following: Time available for scholarly work	Total (n)	23	204
	Mean	3.39	3.68
	Std Deviation	1.12	1.28
	Significance	0.30	
	Effect Size	-0.24	
	Very dissatisfied	9%	5%
	Somewhat dissatisfied	13%	21%
	Neither satisfied nor dissatisfied	17%	11%
	Somewhat satisfied	52%	28%
	Very satisfied	9%	35%

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Please indicate the degree to which you are satisfied with each of the following: Committee and administrative responsibilities	Total (n)	23	241
	Mean	3.57	3.59
	Std Deviation	1.16	1.17
	Significance	0.93	
	Effect Size	-0.02	
	Very dissatisfied	4%	5%
	Somewhat dissatisfied	17%	17%
	Neither satisfied nor dissatisfied	17%	20%
	Somewhat satisfied	39%	32%
	Very satisfied	22%	26%
Overall, how would you rate the reasonableness of your workload?	Total (n)	23	422
	Mean	3.48	3.47
	Std Deviation	0.73	0.62
	Significance	0.93	
	Effect Size	0.01	
	Much too light	0%	0%
	Too light	0%	1%
	About right	65%	59%
	Too heavy	22%	34%
	Much too heavy	13%	6%
During an academic year, how many hours is your typical work week?	Total (n)	20	372
	Mean	58	58.04
	Std Deviation	11.35	10.68
	Significance	0.99	
	Effect Size	0.00	
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)	23	227
	Mean	2.35	2.28
	Std Deviation	0.65	0.71
	Significance	0.65	
	Effect Size	0.10	
	Not at all	9%	15%
	Somewhat	48%	42%
	Extensive	44%	43%
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)	23	225
	Mean	2.13	2.15
	Std Deviation	0.63	0.63
	Significance	0.91	
	Effect Size	-0.03	
	Not at all	13%	14%
	Somewhat	61%	58%
	Extensive	26%	28%

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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)	19	209
	Mean	1.58	1.42
	Std Deviation	0.69	0.59
	Significance	0.26	
	Effect Size	0.25	
	Not at all	53%	64%
	Somewhat	37%	31%
	Extensive	11%	5%
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	178
	Mean	1.65	1.43
	Std Deviation	0.61	0.64
	Significance	0.17	
	Effect Size	0.35	
	Not at all	41%	65%
	Somewhat	53%	27%
	Extensive	6%	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)	21	217
	Mean	1.86	1.81
	Std Deviation	0.79	0.73
	Significance	0.76	
	Effect Size	0.07	
	Not at all	38%	38%
	Somewhat	38%	43%
	Extensive	24%	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 a research group or grant (e.g., finances, personnel)	Total (n)	9	161
	Mean	1.22	1.34
	Std Deviation	0.44	0.56
	Significance	0.55	
	Effect Size	-0.24	
	Not at all	78%	71%
	Somewhat	22%	25%
	Extensive	0%	4%
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)	23	225
	Mean	1.43	1.54
	Std Deviation	0.66	0.64
	Significance	0.45	
	Effect Size	-0.17	
	Not at all	65%	54%
	Somewhat	26%	38%
	Extensive	9%	8%

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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: Review/ promotion process	Total (n)	22	205
	Mean	2.41	1.82
	Std Deviation	0.80	0.81
	Significance	0.00	
	Effect Size	0.73	
	Not at all	18%	43%
	Somewhat	23%	31%
	Extensive	59%	25%
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)	22	220
	Mean	2.09	1.88
	Std Deviation	0.75	0.76
	Significance	0.21	
	Effect Size	0.28	
	Not at all	23%	36%
	Somewhat	46%	41%
	Extensive	32%	24%
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)	22	222
	Mean	1.59	1.85
	Std Deviation	0.73	0.69
	Significance	0.09	
	Effect Size	-0.37	
	Not at all	55%	32%
	Somewhat	32%	51%
	Extensive	14%	17%
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)	14	141
	Mean	1.36	1.52
	Std Deviation	0.75	0.66
	Significance	0.39	
	Effect Size	-0.23	
	Not at all	79%	57%
	Somewhat	7%	33%
	Extensive	14%	9%
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	128
	Mean	1.46	1.51
	Std Deviation	0.66	0.74
	Significance	0.83	
	Effect Size	-0.07	
	Not at all	62%	64%
	Somewhat	31%	21%
	Extensive	8%	15%

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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: Your health	Total (n)	21	219
	Mean	1.52	1.54
	Std Deviation	0.60	0.64
	Significance	0.89	
	Effect Size	-0.03	
	Not at all	52%	53%
	Somewhat	43%	39%
	Extensive	5%	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)	21	174
	Mean	1.14	1.24
	Std Deviation	0.36	0.49
	Significance	0.38	
	Effect Size	-0.23	
	Not at all	86%	79%
	Somewhat	14%	18%
	Extensive	0%	3%
My colleagues value my research/ scholarship.	Total (n)	23	237
	Mean	3.87	3.95
	Std Deviation	1.10	1.05
	Significance	0.74	
	Effect Size	-0.07	
	Strongly disagree	4%	3%
	Somewhat disagree	9%	9%
	Neither agree nor disagree	13%	16%
	Somewhat agree	44%	38%
	Strongly agree	30%	35%
I am satisfied with opportunities to collaborate with faculty in my primary department/ unit.	Total (n)	23	234
	Mean	3.17	3.97
	Std Deviation	1.47	1.13
	Significance	0.02	
	Effect Size	-0.61	
	Strongly disagree	17%	4%
	Somewhat disagree	22%	9%
	Neither agree nor disagree	9%	13%
	Somewhat agree	30%	33%
	Strongly agree	22%	41%
I am satisfied with opportunities to collaborate with faculty in other units at my Institution.	Total (n)	23	385
	Mean	3.26	3.69
	Std Deviation	1.25	1.07
	Significance	0.07	
	Effect Size	-0.37	
	Strongly disagree	13%	3%
	Somewhat disagree	9%	11%
	Neither agree nor disagree	35%	24%
	Somewhat agree	26%	36%
	Strongly agree	17%	25%

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Interdisciplinary research is recognized and rewarded by my department/ unit.	Total (n)	21	387
	Mean	3.24	3.44
	Std Deviation	1.18	1.17
	Significance	0.43	
	Effect Size	-0.17	
	Strongly disagree	10%	7%
	Somewhat disagree	14%	15%
	Neither agree nor disagree	33%	25%
	Somewhat agree	29%	33%
	Strongly agree	14%	20%
I have a voice in the decision-making that affects the direction of my department/ unit.	Total (n)	23	390
	Mean	3.74	3.88
	Std Deviation	1.39	1.22
	Significance	0.59	
	Effect Size	-0.11	
	Strongly disagree	13%	8%
	Somewhat disagree	9%	7%
	Neither agree nor disagree	4%	12%
	Somewhat agree	39%	35%
	Strongly agree	35%	38%
My chair/ director/ dean creates a collegial and supportive environment.	Total (n)	22	387
	Mean	4.05	4.12
	Std Deviation	1.33	1.10
	Significance	0.75	
	Effect Size	-0.06	
	Strongly disagree	9%	5%
	Somewhat disagree	9%	6%
	Neither agree nor disagree	0%	10%
	Somewhat agree	32%	31%
	Strongly agree	50%	48%
My chair/ director/ dean helps me obtain the resources I need.	Total (n)	23	375
	Mean	3.65	3.89
	Std Deviation	1.23	1.11
	Significance	0.32	
	Effect Size	-0.20	
	Strongly disagree	9%	4%
	Somewhat disagree	9%	8%
	Neither agree nor disagree	17%	20%
	Somewhat agree	39%	32%
	Strongly agree	26%	37%

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I can navigate the unwritten rules concerning how one is to conduct oneself as a faculty member.	Total (n)	23	389
	Mean	3.78	4.04
	Std Deviation	1.24	0.98
	Significance	0.24	
	Effect Size	-0.23	
	Strongly disagree	9%	3%
	Somewhat disagree	4%	5%
	Neither agree nor disagree	22%	15%
	Somewhat agree	30%	41%
	Strongly agree	35%	37%
	My department/ unit is a good fit for me.	Total (n)	23
Mean		3.96	4.24
Std Deviation		1.19	1.02
Significance		0.21	
Effect Size		-0.25	
Strongly disagree		9%	3%
Somewhat disagree		4%	5%
Neither agree nor disagree		4%	9%
Somewhat agree		48%	29%
Strongly agree		35%	53%
My department/ unit is a place where individual faculty may comfortably raise personal and/ or family responsibilities when scheduling departmental/ unit responsibilities.		Total (n)	21
	Mean	3.71	3.96
	Std Deviation	1.38	1.05
	Significance	0.44	
	Effect Size	-0.20	
	Strongly disagree	10%	4%
	Somewhat disagree	10%	6%
	Neither agree nor disagree	24%	19%
	Somewhat agree	14%	36%
	Strongly agree	43%	36%
	I feel excluded from an informal network in my department/ unit.	Total (n)	23
Mean		2.26	2.16
Std Deviation		1.32	1.21
Significance		0.71	
Effect Size		0.08	
Strongly disagree		39%	39%
Somewhat disagree		22%	28%
Neither agree nor disagree		22%	16%
Somewhat agree		9%	13%
Strongly agree		9%	5%

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I have to work harder than some of my colleagues to be perceived as a legitimate scholar.	Total (n)	23	385
	Mean	2.35	2.38
	Std Deviation	1.19	1.28
	Significance	0.89	
	Effect Size	-0.02	
	Strongly disagree	30%	34%
	Somewhat disagree	22%	22%
	Neither agree nor disagree	39%	21%
	Somewhat agree	0%	16%
	Strongly agree	9%	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)	23	18
	Mean	3.52	4.17
	Std Deviation	1.44	1.15
	Significance	.	
	Effect Size	.	
	Strongly disagree	13%	0%
	Somewhat disagree	13%	17%
	Neither agree nor disagree	17%	6%
	Somewhat agree	22%	22%
	Strongly agree	35%	56%
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)	21	
	Mean	3.9	
	Std Deviation	1.30	
	Significance	.	
	Effect Size	.	
	Strongly disagree	10%	
	Somewhat disagree	5%	
	Neither agree nor disagree	14%	
	Somewhat agree	29%	
	Strongly agree	43%	50%
My dean maintains high academic standards	Total (n)	22	
	Mean	2.95	
	Std Deviation	1.36	
	Significance	.	
	Effect Size	.	
	Strongly disagree	18%	
	Somewhat disagree	18%	
	Neither agree nor disagree	32%	
	Somewhat agree	14%	
	Strongly agree	18%	

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My dean is an effective administrator	Total (n)	22
	Mean	3
	Std Deviation	1.38
	Significance	.
	Effect Size	.
	Strongly disagree	14%
	Somewhat disagree	27%
	Neither agree nor disagree	27%
	Somewhat agree	9%
	Strongly agree	23%
My dean articulates clear criteria for tenure/ promotion/evaluation	Total (n)	23
	Mean	2.43
	Std Deviation	1.20
	Significance	.
	Effect Size	.
	Strongly disagree	26%
	Somewhat disagree	30%
	Neither agree nor disagree	22%
	Somewhat agree	17%
	Strongly agree	4%
My dean shows commitment to diversity	Total (n)	22
	Mean	3.45
	Std Deviation	1.10
	Significance	.
	Effect Size	.
	Strongly disagree	5%
	Somewhat disagree	9%
	Neither agree nor disagree	46%
	Somewhat agree	18%
	Strongly agree	23%
My dean is open to constructive criticism	Total (n)	22
	Mean	3.45
	Std Deviation	1.14
	Significance	.
	Effect Size	.
	Strongly disagree	9%
	Somewhat disagree	0%
	Neither agree nor disagree	50%
	Somewhat agree	18%
	Strongly agree	23%

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My dean treats faculty in an even-handed way	Total (n)	22
	Mean	3.36
	Std Deviation	1.14
	Significance	.
	Effect Size	.
	Strongly disagree	9%
	Somewhat disagree	5%
	Neither agree nor disagree	46%
	Somewhat agree	23%
	Strongly agree	18%
	My dean articulates a clear vision	Total (n)
Mean		2.96
Std Deviation		1.40
Significance		.
Effect Size		.
Strongly disagree		22%
Somewhat disagree		17%
Neither agree nor disagree		17%
Somewhat agree		30%
Strongly agree		13%
My dean honors agreements		Total (n)
	Mean	3.19
	Std Deviation	1.37
	Significance	.
	Effect Size	.
	Strongly disagree	14%
	Somewhat disagree	14%
	Neither agree nor disagree	33%
	Somewhat agree	14%
	Strongly agree	24%
	My dean handles disputes/problems effectively	Total (n)
Mean		3.18
Std Deviation		1.33
Significance		.
Effect Size		.
Strongly disagree		14%
Somewhat disagree		14%
Neither agree nor disagree		36%
Somewhat agree		14%
Strongly agree		23%

2014 Faculty Climate Survey Results: Management

My dean communicates consistently with faculty	Total (n)	23
	Mean	2.91
	Std Deviation	1.41
	Significance	.
	Effect Size	.
	Strongly disagree	22%
	Somewhat disagree	17%
	Neither agree nor disagree	26%
	Somewhat agree	17%
	Strongly agree	17%
My dean articulates clear criteria for allocation of resources	Total (n)	23
	Mean	2.83
	Std Deviation	1.40
	Significance	.
	Effect Size	.
	Strongly disagree	22%
	Somewhat disagree	22%
	Neither agree nor disagree	26%
	Somewhat agree	13%
	Strongly agree	17%
My department chair maintains high academic standards	Total (n)	21
	Mean	4.19
	Std Deviation	1.03
	Significance	.
	Effect Size	.
	Strongly disagree	5%
	Somewhat disagree	0%
	Neither agree nor disagree	14%
	Somewhat agree	33%
	Strongly agree	48%
My department chair is an effective administrator	Total (n)	21
	Mean	3.81
	Std Deviation	1.17
	Significance	.
	Effect Size	.
	Strongly disagree	5%
	Somewhat disagree	10%
	Neither agree nor disagree	19%
	Somewhat agree	33%
	Strongly agree	33%

2014 Faculty Climate Survey Results: Management

My department chair articulates clear criteria for tenure/promotion/evaluation	Total (n)	21
	Mean	3.43
	Std Deviation	1.21
	Significance	.
	Effect Size	.
	Strongly disagree	10%
	Somewhat disagree	10%
	Neither agree nor disagree	29%
	Somewhat agree	33%
	Strongly agree	19%
My department chair shows commitment to diversity	Total (n)	21
	Mean	3.76
	Std Deviation	0.89
	Significance	.
	Effect Size	.
	Strongly disagree	0%
	Somewhat disagree	5%
	Neither agree nor disagree	38%
	Somewhat agree	33%
	Strongly agree	24%
My department chair is open to constructive criticism	Total (n)	20
	Mean	3.9
	Std Deviation	1.12
	Significance	.
	Effect Size	.
	Strongly disagree	5%
	Somewhat disagree	5%
	Neither agree nor disagree	20%
	Somewhat agree	35%
	Strongly agree	35%
My department chair treats faculty in an even-handed way	Total (n)	21
	Mean	4.14
	Std Deviation	1.15
	Significance	.
	Effect Size	.
	Strongly disagree	5%
	Somewhat disagree	5%
	Neither agree nor disagree	14%
	Somewhat agree	24%
	Strongly agree	52%

2014 Faculty Climate Survey Results: Management

My department chair honors agreements	Total (n)	21
	Mean	4.14
	Std Deviation	0.85
	Significance	.
	Effect Size	.
	Strongly disagree	0%
	Somewhat disagree	0%
	Neither agree nor disagree	29%
	Somewhat agree	29%
	Strongly agree	43%
My department chair handles disputes/problems effectively	Total (n)	21
	Mean	3.9
	Std Deviation	0.94
	Significance	.
	Effect Size	.
	Strongly disagree	5%
	Somewhat disagree	0%
	Neither agree nor disagree	19%
	Somewhat agree	52%
	Strongly agree	24%
My department chair communicates consistently with faculty	Total (n)	21
	Mean	3.81
	Std Deviation	1.25
	Significance	.
	Effect Size	.
	Strongly disagree	10%
	Somewhat disagree	5%
	Neither agree nor disagree	14%
	Somewhat agree	38%
	Strongly agree	33%
My department chair gives me useful feedback about my performance	Total (n)	20
	Mean	3.5
	Std Deviation	1.24
	Significance	.
	Effect Size	.
	Strongly disagree	10%
	Somewhat disagree	5%
	Neither agree nor disagree	35%
	Somewhat agree	25%
	Strongly agree	25%

2014 Faculty Climate Survey Results: Management

My department chair involves me in relevant decision-making processes	Total (n)	21
	Mean	3.95
	Std Deviation	1.16
	Significance	.
	Effect Size	.
	Strongly disagree	5%
	Somewhat disagree	5%
	Neither agree nor disagree	24%
	Somewhat agree	24%
	Strongly agree	43%
My department chair articulates clear criteria for allocation of resources	Total (n)	21
	Mean	3.67
	Std Deviation	1.11
	Significance	.
	Effect Size	.
	Strongly disagree	5%
	Somewhat disagree	10%
	Neither agree nor disagree	24%
	Somewhat agree	38%
	Strongly agree	24%
Do you consider yourself to be:	Total (n)	22
	Mean	1.09
	Std Deviation	0.29
	Significance	.
	Effect Size	.
	Heterosexual or straight	91%
	Gay or lesbian	9%
	Bisexual	0%
	Prefer not to answer	0%
Please indicate your agreement or disagreement with the following statements.-CWRU is a comfortable place for me as a faculty member.	Total (n)	22
	Mean	4.36
	Std Deviation	1.00
	Significance	.
	Effect Size	.
	Strongly disagree	5%
	Somewhat disagree	0%
	Neither agree nor disagree	9%
	Somewhat agree	27%
Strongly agree	59%	

2014 Faculty Climate Survey Results: Management

I have felt discriminated against at CWRU because of my-Age	Total (n)	22
	Mean	1.55
	Std Deviation	1.06
	Significance	.
	Effect Size	.
	Strongly disagree	73%
	Somewhat disagree	14%
	Neither agree nor disagree	0%
	Somewhat agree	14%
	Strongly agree	0%
I have felt discriminated against at CWRU because of my-Racial, cultural, or ethnic background	Total (n)	21
	Mean	1.48
	Std Deviation	1.03
	Significance	.
	Effect Size	.
	Strongly disagree	76%
	Somewhat disagree	10%
	Neither agree nor disagree	10%
	Somewhat agree	0%
	Strongly agree	5%
I have felt discriminated against at CWRU because of my-Disability	Total (n)	14
	Mean	1.29
	Std Deviation	1.07
	Significance	.
	Effect Size	.
	Strongly disagree	93%
	Somewhat disagree	0%
	Neither agree nor disagree	0%
	Somewhat agree	0%
	Strongly agree	7%
I have felt discriminated against at CWRU because of my-Gender	Total (n)	20
	Mean	2.45
	Std Deviation	1.54
	Significance	.
	Effect Size	.
	Strongly disagree	45%
	Somewhat disagree	10%
	Neither agree nor disagree	10%
	Somewhat agree	25%
	Strongly agree	10%

2014 Faculty Climate Survey Results: Management

I have felt discriminated against at CWRU because of my- Religious affiliation	Total (n)	21
	Mean	1.48
	Std Deviation	1.21
	Significance	.
	Effect Size	.
	Strongly disagree	86%
	Somewhat disagree	0%
	Neither agree nor disagree	0%
	Somewhat agree	10%
	Strongly agree	5%
I have felt discriminated against at CWRU because of my- Sexual orientation	Total (n)	21
	Mean	1.14
	Std Deviation	0.66
	Significance	.
	Effect Size	.
	Strongly disagree	95%
	Somewhat disagree	0%
	Neither agree nor disagree	0%
	Somewhat agree	5%
	Strongly agree	0%
I have felt discriminated against at CWRU because of my- Socioeconomic status	Total (n)	21
	Mean	1.05
	Std Deviation	0.22
	Significance	.
	Effect Size	.
	Strongly disagree	95%
	Somewhat disagree	5%
	Neither agree nor disagree	0%
	Somewhat agree	0%
	Strongly agree	0%
I know how to seek help if I am discriminated against.	Total (n)	21
	Mean	3.52
	Std Deviation	1.25
	Significance	.
	Effect Size	.
	Strongly disagree	5%
	Somewhat disagree	24%
	Neither agree nor disagree	10%
	Somewhat agree	38%
	Strongly agree	24%

2014 Faculty Climate Survey Results: Management

The CWRU environment encourages people of diverse racial, cultural, or ethnic backgrounds to meet.	Total (n)	20
	Mean	3.9
	Std Deviation	0.79
	Significance	.
	Effect Size	.
	Strongly disagree	0%
	Somewhat disagree	0%
	Neither agree nor disagree	35%
	Somewhat agree	40%
	Strongly agree	25%
CWRU offers ample ethnic/cultural programs as special events.	Total (n)	22
	Mean	3.64
	Std Deviation	0.79
	Significance	.
	Effect Size	.
	Strongly disagree	0%
	Somewhat disagree	5%
	Neither agree nor disagree	41%
	Somewhat agree	41%
	Strongly agree	14%
No one at CWRU harasses me.	Total (n)	22
	Mean	4.41
	Std Deviation	1.10
	Significance	.
	Effect Size	.
	Strongly disagree	5%
	Somewhat disagree	5%
	Neither agree nor disagree	5%
	Somewhat agree	18%
	Strongly agree	68%
CWRU helps students understand the detrimental effects of discrimination.	Total (n)	22
	Mean	3.41
	Std Deviation	0.59
	Significance	.
	Effect Size	.
	Strongly disagree	0%
	Somewhat disagree	5%
	Neither agree nor disagree	50%
	Somewhat agree	46%
	Strongly agree	0%

2014 Faculty Climate Survey Results: Management

Classes/programs in my discipline adequately discuss cultural diversity.	Total (n)	20
	Mean	3.35
	Std Deviation	1.09
	Significance	.
	Effect Size	.
	Strongly disagree	5%
	Somewhat disagree	15%
	Neither agree nor disagree	35%
	Somewhat agree	30%
	Strongly agree	15%
Classes/programs in my discipline adequately discuss women's and men's issues.	Total (n)	18
	Mean	3.28
	Std Deviation	1.13
	Significance	.
	Effect Size	.
	Strongly disagree	6%
	Somewhat disagree	17%
	Neither agree nor disagree	39%
	Somewhat agree	22%
	Strongly agree	17%
A diversity of students enriches the CWRU environment.	Total (n)	22
	Mean	4.55
	Std Deviation	0.67
	Significance	.
	Effect Size	.
	Strongly disagree	0%
	Somewhat disagree	0%
	Neither agree nor disagree	9%
	Somewhat agree	27%
	Strongly agree	64%
I see the value of having students from different racial, cultural, or ethnic backgrounds in classes.	Total (n)	22
	Mean	4.77
	Std Deviation	0.43
	Significance	.
	Effect Size	.
	Strongly disagree	0%
	Somewhat disagree	0%
	Neither agree nor disagree	0%
	Somewhat agree	23%
	Strongly agree	77%

2014 Faculty Climate Survey Results: Management

I am satisfied with the ratio of women and men faculty members.	Total (n)	21	
	Mean	2.52	
	Std Deviation	1.44	
	Significance	.	
	Effect Size	.	
	Strongly disagree	38%	
	Somewhat disagree	14%	
	Neither agree nor disagree	10%	
	Somewhat agree	33%	
	Strongly agree	5%	
I am satisfied with the ratio of women and men staff members.	Total (n)	22	
	Mean	2.82	
	Std Deviation	1.30	
	Significance	.	
	Effect Size	.	
	Strongly disagree	18%	
	Somewhat disagree	27%	
	Neither agree nor disagree	18%	
	Somewhat agree	27%	
	Strongly agree	9%	
I have ample opportunities to meet people of different racial, cultural, or ethnic backgrounds.	Total (n)	22	
	Mean	3.91	
	Std Deviation	0.92	
	Significance	.	
	Effect Size	.	
	Strongly disagree	0%	
	Somewhat disagree	9%	
	Neither agree nor disagree	18%	
	Somewhat agree	46%	
	Strongly agree	27%	
While a faculty member at (INSERT INSTITUTION), have you served as a mentor for another faculty member?	Total (n)	22	
	Yes, through a formal program only	0%	
	Yes, informally only	32%	
	Yes, both through a formal program	36%	
	No	32%	
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)	22	127
	Yes, by assignment	9%	23%
	Yes, by my choice	23%	6%
	Yes, both by assignment and my choice	9%	4%
	No	59%	68%
While at (INSERT INSTITUTION), do you feel as though you have received adequate mentoring?	Total (n)	20	154
	Mean	1.6	1.29
	Std Deviation	0.50	0.45
	Significance	0.00	
	Effect Size	0.65	
	Yes	40%	71%
	No	60%	29%

2014 Faculty Climate Survey Results: Management

In your experience, to what extent are the following items valued in the tenure process: Research/ scholarly work (valued)	Total (n)	20	227
	Mean	2.7	2.95
	Std Deviation	0.57	0.22
	Significance	0.07	
	Effect Size	-0.58	
	Valued slightly or not at all	5%	0%
	Somewhat valued	20%	5%
	Highly valued	75%	95%
In your experience, to what extent are the following items valued in the tenure process: Teaching contributions (valued)	Total (n)	21	221
	Mean	2.19	2.16
	Std Deviation	0.60	0.65
	Significance	0.85	
	Effect Size	0.05	
	Valued slightly or not at all	10%	15%
	Somewhat valued	62%	55%
	Highly valued	29%	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)	21	175
	Mean	1.67	1.42
	Std Deviation	0.73	0.54
	Significance	0.15	
	Effect Size	0.39	
	Valued slightly or not at all	48%	60%
	Somewhat valued	38%	38%
	Highly valued	14%	2%
In your experience, to what extent are the following items valued in the tenure process: Professional reputation	Total (n)	21	
	Mean	2.19	
	Std Deviation	0.81	
	Significance	.	
	Effect Size	.	
	Valued slightly or not at all	24%	
	Somewhat valued	33%	
	Highly valued	43%	
In your experience, to what extent are the following items valued in the tenure process: Collegiality	Total (n)	20	
	Mean	1.8	
	Std Deviation	0.62	
	Significance	.	
	Effect Size	.	
	Valued slightly or not at all	30%	
	Somewhat valued	60%	
	Highly valued	10%	

2014 Faculty Climate Survey Results: Management

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)	20	
	Mean	2.1	
	Std Deviation	0.64	
	Significance	.	
	Effect Size	.	
	Valued slightly or not at all	15%	
	Somewhat valued	60%	
	Highly valued	25%	
In your experience, to what extent are the following items valued in the tenure process: Assessment by peers outside of CWRU	Total (n)	22	
	Mean	2.36	
	Std Deviation	0.79	
	Significance	.	
	Effect Size	.	
	Valued slightly or not at all	18%	
	Somewhat valued	27%	
	Highly valued	55%	
In your experience, to what extent are the following items valued in the tenure process: Obtaining grants/funding	Total (n)	12	
	Mean	1.83	
	Std Deviation	0.84	
	Significance	.	
	Effect Size	.	
	Valued slightly or not at all	42%	
	Somewhat valued	33%	
	Highly valued	25%	
How appropriately are these items valued in the tenure process: Research/ scholarly work	Total (n)	21	219
	Mean	2.76	3.03
	Std Deviation	1.04	0.50
	Significance	0.26	
	Effect Size	-0.33	
	Very undervalued	14%	1%
	Somewhat undervalued	24%	7%
	Valued appropriately	33%	82%
	Somewhat overvalued	29%	9%
	Very overvalued	0%	1%
How appropriately are these items valued in the tenure process: Teaching contributions	Total (n)	21	214
	Mean	2.71	2.85
	Std Deviation	1.10	0.78
	Significance	0.59	
	Effect Size	-0.15	
	Very undervalued	10%	4%
	Somewhat undervalued	43%	22%
	Valued appropriately	19%	61%
	Somewhat overvalued	24%	8%
	Very overvalued	5%	4%

2014 Faculty Climate Survey Results: Management

How appropriately are these items valued in the tenure process: Service (i.e., committee work, etc.)	Total (n)	21	168
	Mean	3.05	2.74
	Std Deviation	1.36	0.65
	Significance	0.32	
	Effect Size	0.29	
	Very undervalued	10%	3%
	Somewhat undervalued	33%	28%
	Valued appropriately	24%	62%
	Somewhat overvalued	10%	7%
	Very overvalued	24%	1%
How appropriately are these items valued in the tenure process: Professional reputation	Total (n)	21	
	Mean	2.38	
	Std Deviation	0.87	
	Significance	.	
	Effect Size	.	
	Very undervalued	19%	
	Somewhat undervalued	29%	
	Valued appropriately	48%	
	Somewhat overvalued	5%	
	Very overvalued	0%	
How appropriately are these items valued in the tenure process: Collegiality	Total (n)	20	
	Mean	2.8	
	Std Deviation	0.95	
	Significance	.	
	Effect Size	.	
	Very undervalued	10%	
	Somewhat undervalued	25%	
	Valued appropriately	40%	
	Somewhat overvalued	25%	
	Very overvalued	0%	
How appropriately are these items valued in the tenure process: Fit with the department's/school's mission	Total (n)	19	
	Mean	2.68	
	Std Deviation	0.82	
	Significance	.	
	Effect Size	.	
	Very undervalued	11%	
	Somewhat undervalued	21%	
	Valued appropriately	58%	
	Somewhat overvalued	11%	
	Very overvalued	0%	

2014 Faculty Climate Survey Results: Management

How appropriately are these items valued in the tenure process: Assessment by peers outside CWRU	Total (n)	21	
	Mean	2.67	
	Std Deviation	1.02	
	Significance	.	
	Effect Size	.	
	Very undervalued	19%	
	Somewhat undervalued	14%	
	Valued appropriately	48%	
	Somewhat overvalued	19%	
	Very overvalued	0%	
How appropriately are these items valued in the tenure process: Obtaining grants/funding	Total (n)	10	
	Mean	2.8	
	Std Deviation	0.42	
	Significance	.	
	Effect Size	.	
	Very undervalued	0%	
	Somewhat undervalued	20%	
	Valued appropriately	80%	
	Somewhat overvalued	0%	
	Very overvalued	0%	
Do you agree that the criteria for tenure are clearly communicated?	Total (n)	22	228
	Mean	2.14	3.77
	Std Deviation	1.17	1.28
	Significance	0.00	
	Effect Size	-1.33	
	Strongly disagree	36%	7%
	Somewhat disagree	32%	15%
	Neither agree nor disagree	18%	10%
	Somewhat agree	9%	32%
	Strongly agree	5%	37%
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)	22	178
	Mean	2	1.74
	Std Deviation	0.00	0.44
	Significance	0.00	
	Effect Size	0.84	
	Yes	0%	26%
	No	100%	74%
In the next three years, how likely are you to leave (INSERT INSTITUTION)?	Total (n)	22	229
	Mean	2.82	2.56
	Std Deviation	1.26	1.31
	Significance	0.38	
	Effect Size	0.20	
	Very unlikely	14%	29%
	Somewhat unlikely	32%	22%
	Neither likely nor unlikely	27%	21%
	Somewhat likely	14%	21%
	Very likely	14%	8%

2014 Faculty Climate Survey Results: Management

To what extent, if at all, have you considered the following reasons to leave: To increase your salary	Total (n)	22	347
	Mean	1.82	1.72
	Std Deviation	0.66	0.73
	Significance	0.54	
	Effect Size	0.14	
	Not at all	32%	44%
	To some extent	55%	40%
	To a great extent	14%	16%
To what extent, if at all, have you considered the following reasons to leave: To improve your prospects for tenure	Total (n)	15	270
	Mean	1.53	1.5
	Std Deviation	0.74	0.75
	Significance	0.85	
	Effect Size	0.04	
	Not at all	60%	66%
	To some extent	27%	19%
	To a great extent	13%	16%
To what extent, if at all, have you considered the following reasons to leave: To enhance your career in other ways	Total (n)	22	204
	Mean	2.23	1.91
	Std Deviation	0.75	0.71
	Significance	0.05	
	Effect Size	0.44	
	Not at all	18%	30%
	To some extent	41%	49%
	To a great extent	41%	21%
To what extent, if at all, have you considered the following reasons to leave: To find a more supportive work environment	Total (n)	21	344
	Mean	2.1	1.66
	Std Deviation	0.89	0.80
	Significance	0.02	
	Effect Size	0.52	
	Not at all	33%	55%
	To some extent	24%	24%
	To a great extent	43%	21%
To what extent, if at all, have you considered the following reasons to leave: To increase your time to do research	Total (n)	21	347
	Mean	2	1.7
	Std Deviation	0.78	0.78
	Significance	0.09	
	Effect Size	0.38	
	Not at all	29%	50%
	To some extent	43%	30%
	To a great extent	29%	20%

2014 Faculty Climate Survey Results: Management

To what extent, if at all, have you considered the following reasons to leave: To pursue a nonacademic job	Total (n)	18	325
	Mean	1.17	1.15
	Std Deviation	0.38	0.42
	Significance	0.90	
	Effect Size	0.05	
	Not at all	83%	87%
	To some extent	17%	11%
	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)	19	337
	Mean	1.37	1.46
	Std Deviation	0.60	0.67
	Significance	0.55	
	Effect Size	-0.14	
	Not at all	68%	64%
	To some extent	26%	27%
	To a great extent	5%	10%
To what extent, if at all, have you considered the following reasons to leave: To address child-related issues	Total (n)	15	303
	Mean	1.133	1.129
	Std Deviation	0.35	0.39
	Significance	0.96	
	Effect Size	0.01	
	Not at all	87%	89%
	To some extent	13%	9%
	To a great extent	0%	2%
To what extent, if at all, have you considered the following reasons to leave: To address other family-related issues	Total (n)	18	
	Mean	1.33	
	Std Deviation	0.59	
	Significance	.	
	Effect Size	.	
	Not at all	72%	
	To some extent	22%	
	To a great extent	6%	
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)	19	325
	Mean	1.16	1.45
	Std Deviation	0.38	0.71
	Significance	0.01	
	Effect Size	-0.51	
	Not at all	84%	68%
	To some extent	16%	19%
	To a great extent	0%	13%

2014 Faculty Climate Survey Results: Management

To what extent, if at all, have you considered the following reasons to leave: To lower your cost of living	Total (n)	21	194
	Mean	1.05	1.11
	Std Deviation	0.22	0.37
	Significance	0.47	
	Effect Size	-0.20	
	Not at all	95%	91%
	To some extent	5%	7%
	To a great extent	0%	2%
To what extent, if at all, have you considered the following reasons to leave: Retirement	Total (n)	20	303
	Mean	1.3	1.29
	Std Deviation	0.57	0.59
	Significance	0.92	
	Effect Size	0.02	
	Not at all	75%	78%
	To some extent	20%	15%
	To a great extent	5%	7%
To what extent, if at all, have you considered the following reasons to leave: Other	Total (n)	5	67
	Mean	2	1.69
	Std Deviation	1.00	0.89
	Significance	0.45	
	Effect Size	0.33	
	Not at all	40%	60%
	To some extent	20%	12%
	To a great extent	40%	28%
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)	22	
	Mean	4.05	
	Std Deviation	0.79	
	Significance	.	
	Effect Size	.	
	Very dissatisfied	0%	
	Somewhat dissatisfied	5%	
	Neither satisfied nor dissatisfied	14%	
	Somewhat satisfied	55%	
	Very satisfied	27%	
If you were to begin your career again, would you still want to be a faculty member?	Total (n)	22	
	Mean	4.5	
	Std Deviation	0.96	
	Significance	.	
	Effect Size	.	
	Definitely no	5%	
	Probably no	0%	
	Not sure	5%	
	Probably yes	23%	
	Definitely yes	68%	

