

2014 Faculty Climate Survey Results: Math and Science

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)	85	917
	Mean	1.61	1.6
	Std Deviation	0.80	0.874
	Significance	0.93	
	Effect Size	0.01	
	Professor	59%	61%
	Associate Professor	21%	18%
	Assistant Professor	20%	20%
Age	Total (n)	85	643
	Mean	52.44	50.61
	Std Deviation	13.11	12.882
	Significance	0.22	
	Effect Size	0.14	
Gender	Total (n)	85	893
	Mean	1.24	1.19
	Std Deviation	0.43	0.394
	Significance	0.33	
	Effect Size	0.12	
	Male	77%	81%
	Female	24%	19%
	Transgender or other	0%	0%
Overall, how satisfied are you being a faculty member at (INSERT INSTITUTION)?	Total (n)	55	906
	Mean	3.89	4.03
	Std Deviation	0.98	1.12
	Significance	0.37	
	Effect Size	-0.13	
	Very dissatisfied	0%	4%
	Somewhat dissatisfied	15%	10%
	Neither satisfied nor dissatisfied	9%	7%
	Somewhat satisfied	49%	38%
	Very satisfied	27%	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)	56	737
	Mean	3.25	3.75
	Std Deviation	1.08	1.156
	Significance	0.00	
	Effect Size	-0.45	
	Very dissatisfied	7%	4%
	Somewhat dissatisfied	20%	16%
	Neither satisfied nor dissatisfied	21%	11%
	Somewhat satisfied	45%	39%
	Very satisfied	7%	30%
How satisfied are you with the resources (INSERT INSTITUTION) provides to support your teaching?	Total (n)	56	714
	Mean	3.89	3.94
	Std Deviation	0.89	1.072
	Significance	0.74	
	Effect Size	-0.05	
	Very dissatisfied	0%	3%
	Somewhat dissatisfied	9%	10%
	Neither satisfied nor dissatisfied	18%	14%
	Somewhat satisfied	48%	37%
	Very satisfied	25%	36%
Please indicate the degree to which you are satisfied with each of the following: Salary	Total (n)	54	867
	Mean	3.11	3.46
	Std Deviation	1.27	1.239
	Significance	0.04	
	Effect Size	-0.28	
	Very dissatisfied	15%	8%
	Somewhat dissatisfied	19%	19%
	Neither satisfied nor dissatisfied	19%	13%
	Somewhat satisfied	37%	39%
	Very satisfied	11%	21%
Please indicate the degree to which you are satisfied with each of the following: Start-up funds	Total (n)	38	596
	Mean	3.18	3.7
	Std Deviation	1.29	1.228
	Significance	0.01	
	Effect Size	-0.41	
	Very dissatisfied	13%	7%
	Somewhat dissatisfied	16%	12%
	Neither satisfied nor dissatisfied	29%	20%
	Somewhat satisfied	24%	29%
	Very satisfied	18%	33%

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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)	55	
	Mean	3.73	
	Std Deviation	1.03	
	Significance	.	
	Effect Size	.	
	Very dissatisfied	4%	
	Somewhat dissatisfied	11%	
	Neither satisfied nor dissatisfied	15%	
	Somewhat satisfied	51%	
	Very satisfied	20%	
Please indicate the degree to which you are satisfied with each of the following: Availability of nearby parking	Total (n)	54	
	Mean	3.89	
	Std Deviation	1.14	
	Significance	.	
	Effect Size	.	
	Very dissatisfied	2%	
	Somewhat dissatisfied	13%	
	Neither satisfied nor dissatisfied	20%	
	Somewhat satisfied	24%	
	Very satisfied	41%	
Please indicate the degree to which you are satisfied with each of the following: Office space	Total (n)	55	791
	Mean	4.2	4.24
	Std Deviation	1.01	1.077
	Significance	0.77	
	Effect Size	-0.04	
	Very dissatisfied	2%	3%
	Somewhat dissatisfied	6%	7%
	Neither satisfied nor dissatisfied	15%	8%
	Somewhat satisfied	27%	26%
	Very satisfied	51%	56%
Please indicate the degree to which you are satisfied with each of the following: Lab or research space	Total (n)	43	600
	Mean	3.86	3.93
	Std Deviation	1.19	1.248
	Significance	0.71	
	Effect Size	-0.06	
	Very dissatisfied	2%	6%
	Somewhat dissatisfied	19%	13%
	Neither satisfied nor dissatisfied	7%	9%
	Somewhat satisfied	35%	27%
	Very satisfied	37%	45%

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Please indicate the degree to which you are satisfied with each of the following: Classroom space	Total (n)	54	860
	Mean	3.91	3.81
	Std Deviation	0.98	1.128
	Significance	0.50	
	Effect Size	0.09	
	Very dissatisfied	2%	4%
	Somewhat dissatisfied	9%	13%
	Neither satisfied nor dissatisfied	13%	13%
	Somewhat satisfied	48%	39%
	Very satisfied	28%	32%
Please indicate the degree to which you are satisfied with each of the following: Library resources	Total (n)	54	876
	Mean	3.96	4.09
	Std Deviation	1.13	1.022
	Significance	0.38	
	Effect Size	-0.12	
	Very dissatisfied	4%	3%
	Somewhat dissatisfied	7%	7%
	Neither satisfied nor dissatisfied	20%	11%
	Somewhat satisfied	26%	37%
	Very satisfied	43%	42%
Please indicate the degree to which you are satisfied with each of the following: Computing resources	Total (n)	52	724
	Mean	3.94	3.9
	Std Deviation	0.90	1.104
	Significance	0.74	
	Effect Size	0.04	
	Very dissatisfied	0%	3%
	Somewhat dissatisfied	8%	11%
	Neither satisfied nor dissatisfied	19%	15%
	Somewhat satisfied	44%	36%
	Very satisfied	29%	36%
Please indicate the degree to which you are satisfied with each of the following: Clerical and administrative staff	Total (n)	54	721
	Mean	3.7	3.68
	Std Deviation	1.04	1.23
	Significance	0.88	
	Effect Size	0.02	
	Very dissatisfied	0%	7%
	Somewhat dissatisfied	17%	14%
	Neither satisfied nor dissatisfied	22%	14%
	Somewhat satisfied	35%	35%
	Very satisfied	26%	30%

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		CWRU	Peers
Please indicate the degree to which you are satisfied with each of the following: Technical and research staff	Total (n)	41	597
	Mean	3.51	3.82
	Std Deviation	1.10	1.105
	Significance	0.09	
	Effect Size	-0.28	
	Very dissatisfied	5%	4%
	Somewhat dissatisfied	12%	9%
	Neither satisfied nor dissatisfied	29%	20%
	Somewhat satisfied	34%	35%
	Very satisfied	20%	32%
Please indicate the degree to which you are satisfied with each of the following: Support for securing grants	Total (n)	54	866
	Mean	3.02	3.48
	Std Deviation	1.21	1.221
	Significance	0.01	
	Effect Size	-0.38	
	Very dissatisfied	11%	7%
	Somewhat dissatisfied	24%	17%
	Neither satisfied nor dissatisfied	30%	22%
	Somewhat satisfied	22%	30%
	Very satisfied	13%	24%
Please indicate the degree to which you are satisfied with each of the following: Other resources to support research	Total (n)	49	248
	Mean	3.02	3.26
	Std Deviation	0.99	1.203
	Significance	0.14	
	Effect Size	-0.22	
	Very dissatisfied	6%	11%
	Somewhat dissatisfied	25%	16%
	Neither satisfied nor dissatisfied	35%	27%
	Somewhat satisfied	31%	32%
	Very satisfied	4%	15%
Please indicate the degree to which you are satisfied with each of the following: Teaching responsibilities	Total (n)	54	781
	Mean	3.96	4.06
	Std Deviation	1.05	0.99
	Significance	0.48	
	Effect Size	-0.10	
	Very dissatisfied	2%	2%
	Somewhat dissatisfied	11%	8%
	Neither satisfied nor dissatisfied	11%	11%
	Somewhat satisfied	41%	40%
	Very satisfied	35%	39%

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Please indicate the degree to which you are satisfied with each of the following: Access to teaching assistants	Total (n)	51	716
	Mean	3.53	3.62
	Std Deviation	0.97	1.23
	Significance	0.54	
	Effect Size	-0.08	
	Very dissatisfied	2%	7%
	Somewhat dissatisfied	14%	15%
	Neither satisfied nor dissatisfied	28%	15%
	Somewhat satisfied	43%	36%
	Very satisfied	14%	27%
Please indicate the degree to which you are satisfied with each of the following: Advising responsibilities	Total (n)	54	734
	Mean	3.78	3.95
	Std Deviation	0.88	0.915
	Significance	0.19	
	Effect Size	-0.19	
	Very dissatisfied	2%	1%
	Somewhat dissatisfied	6%	6%
	Neither satisfied nor dissatisfied	24%	20%
	Somewhat satisfied	50%	43%
	Very satisfied	19%	30%
Please indicate the degree to which you are satisfied with each of the following: Quality of graduate/professional students	Total (n)	55	773
	Mean	2.82	3.85
	Std Deviation	1.09	1.16
	Significance	0.00	
	Effect Size	-0.92	
	Very dissatisfied	9%	5%
	Somewhat dissatisfied	38%	11%
	Neither satisfied nor dissatisfied	18%	11%
	Somewhat satisfied	31%	39%
	Very satisfied	4%	34%
Please indicate the degree to which you are satisfied with each of the following: Time available for scholarly work	Total (n)	54	690
	Mean	3.09	3.24
	Std Deviation	1.10	1.236
	Significance	0.35	
	Effect Size	-0.13	
	Very dissatisfied	4%	8%
	Somewhat dissatisfied	33%	27%
	Neither satisfied nor dissatisfied	24%	15%
	Somewhat satisfied	28%	34%
	Very satisfied	11%	16%

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Please indicate the degree to which you are satisfied with each of the following: Committee and administrative responsibilities	Total (n)	55	780
	Mean	3.44	3.4
	Std Deviation	0.90	1.056
	Significance	0.78	
	Effect Size	0.04	
	Very dissatisfied	2%	4%
	Somewhat dissatisfied	9%	17%
	Neither satisfied nor dissatisfied	46%	31%
	Somewhat satisfied	31%	33%
	Very satisfied	13%	16%
Overall, how would you rate the reasonableness of your workload?	Total (n)	55	879
	Mean	3.36	3.57
	Std Deviation	0.52	0.695
	Significance	0.01	
	Effect Size	-0.34	
	Much too light	0%	0%
	Too light	2%	0%
	About right	60%	54%
	Too heavy	38%	35%
	Much too heavy	0%	11%
During an academic year, how many hours is your typical work week?	Total (n)	47	728
	Mean	56.21	59.67
	Std Deviation	11.66	12.142
	Significance	0.06	
	Effect Size	-0.29	
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)	54	752
	Mean	2.28	2.1
	Std Deviation	0.66	0.695
	Significance	0.07	
	Effect Size	0.27	
	Not at all	11%	20%
	Somewhat	50%	51%
	Extensive	39%	30%
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)	54	740
	Mean	1.93	1.91
	Std Deviation	0.64	0.659
	Significance	0.84	
	Effect Size	0.03	
	Not at all	24%	27%
	Extensive	17%	17%

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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: Advising responsibilities (stress)	Total (n)	54	740
	Mean	1.41	1.56
	Std Deviation	0.57	0.615
	Significance	0.07	
	Effect Size	-0.25	
	Not at all	63%	50%
	Somewhat	33%	43%
	Extensive	4%	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)	53	732
	Mean	2.49	2.21
	Std Deviation	0.61	0.707
	Significance	0.01	
	Effect Size	0.42	
	Not at all	6%	17%
	Somewhat	40%	46%
	Extensive	55%	38%
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)	54	746
	Mean	1.81	1.82
	Std Deviation	0.62	0.704
	Significance	0.98	
	Effect Size	-0.02	
	Not at all	30%	36%
	Somewhat	59%	47%
	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: Managing a research group or grant (e.g., finances, personnel)	Total (n)	46	708
	Mean	2.17	2.05
	Std Deviation	0.71	0.71
	Significance	0.24	
	Effect Size	0.17	
	Not at all	17%	23%
	Somewhat	48%	49%
	Extensive	35%	28%
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)	54	741
	Mean	1.41	1.39
	Std Deviation	0.57	0.56
	Significance	0.81	
	Effect Size	0.04	
	Not at all	63%	65%
	Somewhat	33%	31%
	Extensive	4%	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)	47	655
	Mean	1.62	1.59
	Std Deviation	0.71	0.741
	Significance	0.78	
	Effect Size	0.04	
	Not at all	51%	57%
	Somewhat	36%	28%
	Extensive	13%	15%
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)	54	730
	Mean	1.76	1.64
	Std Deviation	0.80	0.718
	Significance	0.26	
	Effect Size	0.16	
	Not at all	46%	50%
	Somewhat	32%	36%
	Extensive	22%	14%
Please indicate the extent to which each of the following has been a source of stress for you over the past twelve months: Managing household responsibilities	Total (n)	53	727
	Mean	1.74	1.75
	Std Deviation	0.76	0.665
	Significance	0.87	
	Effect Size	-0.01	
	Not at all	45%	37%
	Somewhat	36%	50%
	Extensive	19%	13%
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)	35	471
	Mean	1.83	1.52
	Std Deviation	0.79	0.696
	Significance	0.01	
	Effect Size	0.42	
	Not at all	40%	59%
	Somewhat	37%	29%
	Extensive	23%	12%
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)	34	505
	Mean	1.53	1.43
	Std Deviation	0.75	0.695
	Significance	0.40	
	Effect Size	0.14	
	Not at all	62%	69%
	Somewhat	24%	19%
	Extensive	15%	12%

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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)	52	715
	Mean	1.5	1.38
	Std Deviation	0.58	0.574
	Significance	0.16	
	Effect Size	0.21	
	Not at all	54%	66%
	Somewhat	42%	29%
	Extensive	4%	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)	54	633
	Mean	1.46	1.48
	Std Deviation	0.64	0.636
	Significance	0.89	
	Effect Size	-0.03	
	Not at all	61%	60%
	Somewhat	32%	32%
	Extensive	7%	8%
My colleagues value my research/ scholarship.	Total (n)	55	762
	Mean	3.96	3.96
	Std Deviation	1.02	1.126
	Significance	1.00	
	Effect Size	0.00	
	Strongly disagree	2%	4%
	Somewhat disagree	7%	9%
	Neither agree nor disagree	20%	12%
	Somewhat agree	35%	36%
	Strongly agree	36%	39%
I am satisfied with opportunities to collaborate with faculty in my primary department/ unit.	Total (n)	55	747
	Mean	3.4	3.82
	Std Deviation	1.24	1.205
	Significance	0.01	
	Effect Size	-0.34	
	Strongly disagree	9%	6%
	Somewhat disagree	18%	11%
	Neither agree nor disagree	15%	14%
	Somewhat agree	40%	32%
	Strongly agree	18%	36%
I am satisfied with opportunities to collaborate with faculty in other units at my Institution.	Total (n)	54	812
	Mean	3.67	3.82
	Std Deviation	0.89	1.093
	Significance	0.31	
	Effect Size	-0.15	
	Strongly disagree	2%	4%
	Somewhat disagree	6%	9%
	Neither agree nor disagree	33%	20%
	Somewhat agree	43%	36%
	Strongly agree	17%	32%

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Interdisciplinary research is recognized and rewarded by my department/ unit.	Total (n)	53	833
	Mean	3.7	3.68
	Std Deviation	1.03	1.136
	Significance	0.90	
	Effect Size	0.02	
	Strongly disagree	4%	6%
	Somewhat disagree	8%	9%
	Neither agree nor disagree	26%	24%
	Somewhat agree	40%	34%
	Strongly agree	23%	27%
I have a voice in the decision-making that affects the direction of my department/ unit.	Total (n)	55	851
	Mean	3.62	3.76
	Std Deviation	1.41	1.237
	Significance	0.41	
	Effect Size	-0.11	
	Strongly disagree	13%	7%
	Somewhat disagree	13%	12%
	Neither agree nor disagree	9%	14%
	Somewhat agree	31%	34%
	Strongly agree	35%	34%
My chair/ director/ dean creates a collegial and supportive environment.	Total (n)	55	844
	Mean	3.58	4.07
	Std Deviation	1.47	1.2
	Significance	0.02	
	Effect Size	-0.36	
	Strongly disagree	13%	7%
	Somewhat disagree	18%	5%
	Neither agree nor disagree	6%	11%
	Somewhat agree	26%	28%
	Strongly agree	38%	49%
My chair/ director/ dean helps me obtain the resources I need.	Total (n)	53	831
	Mean	3.38	3.6
	Std Deviation	1.23	1.243
	Significance	0.20	
	Effect Size	-0.18	
	Strongly disagree	9%	9%
	Somewhat disagree	13%	11%
	Neither agree nor disagree	28%	20%
	Somewhat agree	28%	32%
	Strongly agree	21%	28%

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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)	55	837
	Mean	3.93	4.05
	Std Deviation	1.05	0.967
	Significance	0.36	
	Effect Size	-0.12	
	Strongly disagree	4%	2%
	Somewhat disagree	6%	5%
	Neither agree nor disagree	20%	15%
	Somewhat agree	36%	40%
	Strongly agree	35%	37%
My department/ unit is a good fit for me.	Total (n)	55	598
	Mean	4.05	4.28
	Std Deviation	1.01	0.988
	Significance	0.11	
	Effect Size	-0.23	
	Strongly disagree	0%	2%
	Somewhat disagree	11%	6%
	Neither agree nor disagree	15%	8%
	Somewhat agree	33%	30%
	Strongly agree	42%	54%
My department/ unit is a place where individual faculty may comfortably raise personal and/ or family responsibilities when scheduling departmental/ unit responsibilities.	Total (n)	53	828
	Mean	3.92	3.89
	Std Deviation	1.17	1.06
	Significance	0.81	
	Effect Size	0.03	
	Strongly disagree	2%	4%
	Somewhat disagree	15%	7%
	Neither agree nor disagree	15%	19%
	Somewhat agree	25%	38%
	Strongly agree	43%	33%
I feel excluded from an informal network in my department/ unit.	Total (n)	52	837
	Mean	2.19	2.2
	Std Deviation	1.21	1.231
	Significance	0.95	
	Effect Size	-0.01	
	Strongly disagree	40%	39%
	Somewhat disagree	19%	25%
	Neither agree nor disagree	25%	18%
	Somewhat agree	12%	12%
	Strongly agree	4%	6%

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I have to work harder than some of my colleagues to be perceived as a legitimate scholar.	Total (n)	52	841
	Mean	2.13	2.34
	Std Deviation	1.25	1.256
	Significance	0.26	
	Effect Size	-0.17	
	Strongly disagree	46%	35%
	Somewhat disagree	15%	23%
	Neither agree nor disagree	21%	23%
	Strongly agree	14%	13%
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)	53	
	Mean	4.17	
	Std Deviation	1.12	
	Significance	.	
	Effect Size	.	
	Strongly disagree	4%	
	Somewhat disagree	8%	
	Neither agree nor disagree	9%	
	Strongly agree	26%	
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)	38	
	Mean	4	
	Std Deviation	1.12	
	Significance	.	
	Effect Size	.	
	Strongly disagree	5%	
	Somewhat disagree	3%	
	Neither agree nor disagree	21%	
	Strongly agree	29%	
My dean maintains high academic standards	Total (n)	52	
	Mean	4.5	
	Std Deviation	0.96	
	Significance	.	
	Effect Size	.	
	Strongly disagree	2%	
	Somewhat disagree	4%	
	Neither agree nor disagree	10%	
	Strongly agree	12%	
	73%		

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My dean is an effective administrator	Total (n)	54	
	Mean	4.17	
	Std Deviation	0.93	
	Significance	.	
	Effect Size	.	
	Strongly disagree	2%	
	Somewhat disagree	6%	
	Neither agree nor disagree	7%	
	Somewhat agree	44%	
	Strongly agree	41%	
My dean articulates clear criteria for tenure/ promotion/evaluation	Total (n)	52	
	Mean	4.17	
	Std Deviation	0.94	
	Significance	.	
	Effect Size	.	
	Strongly disagree	2%	
	Somewhat disagree	4%	
	Neither agree nor disagree	14%	
	Somewhat agree	37%	
	Strongly agree	44%	
My dean shows commitment to diversity	Total (n)	54	
	Mean	4.48	
	Std Deviation	0.77	
	Significance	.	
	Effect Size	.	
	Strongly disagree	0%	
	Somewhat disagree	2%	
	Neither agree nor disagree	11%	
	Somewhat agree	24%	
	Strongly agree	63%	
My dean is open to constructive criticism	Total (n)	50	
	Mean	3.78	
	Std Deviation	1.06	
	Significance	.	
	Effect Size	.	
	Strongly disagree	4%	
	Somewhat disagree	4%	
	Neither agree nor disagree	32%	
	Somewhat agree	30%	
	Strongly agree	30%	

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		CWRU	Peers
My dean treats faculty in an even-handed way	Total (n)	52	
	Mean	4	
	Std Deviation	1.10	
	Significance	.	
	Effect Size	.	
	Strongly disagree	2%	
	Somewhat disagree	10%	
	Neither agree nor disagree	19%	
	Somewhat agree	25%	
	Strongly agree	44%	
My dean articulates a clear vision	Total (n)	53	
	Mean	3.72	
	Std Deviation	1.06	
	Significance	.	
	Effect Size	.	
	Strongly disagree	4%	
	Somewhat disagree	9%	
	Neither agree nor disagree	23%	
	Somewhat agree	40%	
	Strongly agree	25%	
My dean honors agreements	Total (n)	52	
	Mean	4.37	
	Std Deviation	1.01	
	Significance	.	
	Effect Size	.	
	Strongly disagree	4%	
	Somewhat disagree	0%	
	Neither agree nor disagree	15%	
	Somewhat agree	17%	
	Strongly agree	64%	
My dean handles disputes/problems effectively	Total (n)	43	
	Mean	3.88	
	Std Deviation	1.01	
	Significance	.	
	Effect Size	.	
	Strongly disagree	2%	
	Somewhat disagree	7%	
	Neither agree nor disagree	21%	
	Somewhat agree	40%	
	Strongly agree	30%	

2014 Faculty Climate Survey Results: Math and Science

		CWRU	Peers
My dean communicates consistently with faculty	Total (n)	54	
	Mean	4.02	
	Std Deviation	1.06	
	Significance	.	
	Effect Size	.	
	Strongly disagree	4%	
	Somewhat disagree	6%	
	Neither agree nor disagree	15%	
	Somewhat agree	37%	
	Strongly agree	39%	
My dean articulates clear criteria for allocation of resources	Total (n)	51	
	Mean	3.45	
	Std Deviation	1.14	
	Significance	.	
	Effect Size	.	
	Strongly disagree	10%	
	Somewhat disagree	6%	
	Neither agree nor disagree	29%	
	Somewhat agree	39%	
	Strongly agree	16%	
My department chair maintains high academic standards	Total (n)	51	
	Mean	3.84	
	Std Deviation	1.30	
	Significance	.	
	Effect Size	.	
	Strongly disagree	6%	
	Somewhat disagree	14%	
	Neither agree nor disagree	16%	
	Somewhat agree	20%	
	Strongly agree	45%	
My department chair is an effective administrator	Total (n)	51	
	Mean	3.27	
	Std Deviation	1.42	
	Significance	.	
	Effect Size	.	
	Strongly disagree	14%	
	Somewhat disagree	22%	
	Neither agree nor disagree	14%	
	Somewhat agree	26%	
	Strongly agree	26%	

2014 Faculty Climate Survey Results: Math and Science

		CWRU	Peers
My department chair articulates clear criteria for tenure/promotion/evaluation	Total (n)	50	
	Mean	3.92	
	Std Deviation	1.14	
	Significance	.	
	Effect Size	.	
	Strongly disagree	4%	
	Somewhat disagree	8%	
	Neither agree nor disagree	20%	
	Somewhat agree	28%	
	Strongly agree	40%	
My department chair shows commitment to diversity	Total (n)	51	
	Mean	4.53	
	Std Deviation	0.92	
	Significance	.	
	Effect Size	.	
	Strongly disagree	2%	
	Somewhat disagree	2%	
	Neither agree nor disagree	12%	
	Somewhat agree	10%	
	Strongly agree	75%	
My department chair is open to constructive criticism	Total (n)	51	
	Mean	3.2	
	Std Deviation	1.64	
	Significance	.	
	Effect Size	.	
	Strongly disagree	22%	
	Somewhat disagree	22%	
	Neither agree nor disagree	10%	
	Somewhat agree	10%	
	Strongly agree	37%	
My department chair treats faculty in an even-handed way	Total (n)	51	
	Mean	3.29	
	Std Deviation	1.57	
	Significance	.	
	Effect Size	.	
	Strongly disagree	14%	
	Somewhat disagree	28%	
	Neither agree nor disagree	16%	
	Somewhat agree	2%	
	Strongly agree	41%	

2014 Faculty Climate Survey Results: Math and Science

		CWRU	Peers
My department chair honors agreements	Total (n)	50	
	Mean	4	
	Std Deviation	1.21	
	Significance	.	
	Effect Size	.	
	Strongly disagree	4%	
	Somewhat disagree	10%	
	Neither agree nor disagree	18%	
	Somewhat agree	18%	
	Strongly agree	50%	
My department chair handles disputes/problems effectively	Total (n)	51	
	Mean	3.25	
	Std Deviation	1.47	
	Significance	.	
	Effect Size	.	
	Strongly disagree	16%	
	Somewhat disagree	20%	
	Neither agree nor disagree	18%	
	Somewhat agree	18%	
	Strongly agree	29%	
My department chair communicates consistently with faculty	Total (n)	51	
	Mean	3.37	
	Std Deviation	1.39	
	Significance	.	
	Effect Size	.	
	Strongly disagree	10%	
	Somewhat disagree	26%	
	Neither agree nor disagree	10%	
	Somewhat agree	28%	
	Strongly agree	28%	
My department chair gives me useful feedback about my performance	Total (n)	50	
	Mean	3.6	
	Std Deviation	1.20	
	Significance	.	
	Effect Size	.	
	Strongly disagree	4%	
	Somewhat disagree	18%	
	Neither agree nor disagree	20%	
	Somewhat agree	30%	
	Strongly agree	28%	

2014 Faculty Climate Survey Results: Math and Science

		CWRU	Peers
My department chair involves me in relevant decision-making processes	Total (n)	51	
	Mean	3.75	
	Std Deviation	1.37	
	Significance	.	
	Effect Size	.	
	Strongly disagree	10%	
	Somewhat disagree	14%	
	Neither agree nor disagree	8%	
	Somewhat agree	29%	
	Strongly agree	39%	
My department chair articulates clear criteria for allocation of resources	Total (n)	51	
	Mean	3.2	
	Std Deviation	1.39	
	Significance	.	
	Effect Size	.	
	Strongly disagree	16%	
	Somewhat disagree	16%	
	Neither agree nor disagree	26%	
	Somewhat agree	20%	
	Strongly agree	24%	
Do you consider yourself to be:	Total (n)	45	
	Mean	1.44	
	Std Deviation	1.06	
	Significance	.	
	Effect Size	.	
	Heterosexual or straight	84%	
	Gay or lesbian	0%	
	Bisexual	2%	
	Prefer not to answer	13%	
Please indicate your agreement or disagreement with the following statements.-CWRU is a comfortable place for me as a faculty member.	Total (n)	52	
	Mean	4.21	
	Std Deviation	1.05	
	Significance	.	
	Effect Size	.	
	Strongly disagree	4%	
	Somewhat disagree	6%	
	Neither agree nor disagree	6%	
	Somewhat agree	35%	
	Strongly agree	50%	

2014 Faculty Climate Survey Results: Math and Science

		CWRU	Peers
I have felt discriminated against at CWRU because of my-Age	Total (n)	50	
	Mean	1.78	
	Std Deviation	1.25	
	Significance	.	
	Effect Size	.	
	Strongly disagree	66%	
	Somewhat disagree	10%	
	Neither agree nor disagree	8%	
	Somewhat agree	12%	
	Strongly agree	4%	
I have felt discriminated against at CWRU because of my-Racial, cultural, or ethnic background	Total (n)	47	
	Mean	1.49	
	Std Deviation	1.02	
	Significance	.	
	Effect Size	.	
	Strongly disagree	79%	
	Somewhat disagree	4%	
	Neither agree nor disagree	6%	
	Somewhat agree	11%	
	Strongly agree	0%	
I have felt discriminated against at CWRU because of my-Disability	Total (n)	27	
	Mean	1.11	
	Std Deviation	0.42	
	Significance	.	
	Effect Size	.	
	Strongly disagree	93%	
	Somewhat disagree	4%	
	Neither agree nor disagree	4%	
	Somewhat agree	0%	
	Strongly agree	0%	
I have felt discriminated against at CWRU because of my-Gender	Total (n)	51	
	Mean	1.78	
	Std Deviation	1.22	
	Significance	.	
	Effect Size	.	
	Strongly disagree	63%	
	Somewhat disagree	16%	
	Neither agree nor disagree	6%	
	Somewhat agree	12%	
	Strongly agree	4%	

2014 Faculty Climate Survey Results: Math and Science

		CWRU	Peers
I have felt discriminated against at CWRU because of my- Religious affiliation	Total (n)	43	
	Mean	1.26	
	Std Deviation	0.66	
	Significance	.	
	Effect Size	.	
	Strongly disagree	84%	
	Somewhat disagree	9%	
	Neither agree nor disagree	5%	
	Somewhat agree	2%	
	Strongly agree	0%	
I have felt discriminated against at CWRU because of my-Sexual orientation	Total (n)	41	
	Mean	1.15	
	Std Deviation	0.48	
	Significance	.	
	Effect Size	.	
	Strongly disagree	90%	
	Somewhat disagree	5%	
	Neither agree nor disagree	5%	
	Somewhat agree	0%	
	Strongly agree	0%	
I have felt discriminated against at CWRU because of my- Socioeconomic status	Total (n)	43	
	Mean	1.3	
	Std Deviation	0.77	
	Significance	.	
	Effect Size	.	
	Strongly disagree	84%	
	Somewhat disagree	7%	
	Neither agree nor disagree	5%	
	Somewhat agree	5%	
	Strongly agree	0%	
I know how to seek help if I am discriminated against.	Total (n)	42	
	Mean	3.86	
	Std Deviation	1.05	
	Significance	.	
	Effect Size	.	
	Strongly disagree	5%	
	Somewhat disagree	5%	
	Neither agree nor disagree	19%	
	Somewhat agree	43%	
	Strongly agree	29%	

2014 Faculty Climate Survey Results: Math and Science

		CWRU	Peers
The CWRU environment encourages people of diverse racial, cultural, or ethnic backgrounds to meet.	Total (n)	46	
	Mean	3.93	
	Std Deviation	0.93	
	Significance	.	
	Effect Size	.	
	Strongly disagree	0%	
	Somewhat disagree	7%	
	Neither agree nor disagree	26%	
	Somewhat agree	35%	
	Strongly agree	33%	
CWRU offers ample ethnic/cultural programs as special events.	Total (n)	45	
	Mean	4.04	
	Std Deviation	0.88	
	Significance	.	
	Effect Size	.	
	Strongly disagree	0%	
	Somewhat disagree	4%	
	Neither agree nor disagree	22%	
	Somewhat agree	38%	
	Strongly agree	36%	
No one at CWRU harasses me.	Total (n)	47	
	Mean	4.57	
	Std Deviation	0.90	
	Significance	.	
	Effect Size	.	
	Strongly disagree	0%	
	Somewhat disagree	9%	
	Neither agree nor disagree	2%	
	Somewhat agree	13%	
	Strongly agree	77%	
CWRU helps students understand the detrimental effects of discrimination.	Total (n)	45	
	Mean	3.76	
	Std Deviation	1.09	
	Significance	.	
	Effect Size	.	
	Strongly disagree	7%	
	Somewhat disagree	2%	
	Neither agree nor disagree	27%	
	Somewhat agree	38%	
	Strongly agree	27%	

2014 Faculty Climate Survey Results: Math and Science

		CWRU	Peers
Classes/programs in my discipline adequately discuss cultural diversity.	Total (n)	29	
	Mean	3.21	
	Std Deviation	1.18	
	Significance	.	
	Effect Size	.	
	Strongly disagree	10%	
	Somewhat disagree	14%	
	Neither agree nor disagree	35%	
	Somewhat agree	28%	
	Strongly agree	14%	
Classes/programs in my discipline adequately discuss women's and men's issues.	Total (n)	30	
	Mean	3.17	
	Std Deviation	1.12	
	Significance	.	
	Effect Size	.	
	Strongly disagree	10%	
	Somewhat disagree	13%	
	Neither agree nor disagree	37%	
	Somewhat agree	30%	
	Strongly agree	10%	
A diversity of students enriches the CWRU environment.	Total (n)	47	
	Mean	4.7	
	Std Deviation	0.55	
	Significance	.	
	Effect Size	.	
	Strongly disagree	0%	
	Somewhat disagree	0%	
	Neither agree nor disagree	4%	
	Somewhat agree	21%	
	Strongly agree	75%	
I see the value of having students from different racial, cultural, or ethnic backgrounds in classes.	Total (n)	47	
	Mean	4.72	
	Std Deviation	0.58	
	Significance	.	
	Effect Size	.	
	Strongly disagree	0%	
	Somewhat disagree	0%	
	Neither agree nor disagree	6%	
	Somewhat agree	15%	
	Strongly agree	79%	

2014 Faculty Climate Survey Results: Math and Science

		CWRU	Peers
I am satisfied with the ratio of women and men faculty members.	Total (n)	47	
	Mean	2.94	
	Std Deviation	1.41	
	Significance	.	
	Effect Size	.	
	Strongly disagree	19%	
	Somewhat disagree	26%	
	Neither agree nor disagree	15%	
	Somewhat agree	23%	
	Strongly agree	17%	
I am satisfied with the ratio of women and men staff members.	Total (n)	47	
	Mean	3.19	
	Std Deviation	1.14	
	Significance	.	
	Effect Size	.	
	Strongly disagree	6%	
	Somewhat disagree	21%	
	Neither agree nor disagree	34%	
	Somewhat agree	23%	
	Strongly agree	15%	
I have ample opportunities to meet people of different racial, cultural, or ethnic backgrounds.	Total (n)	48	
	Mean	3.94	
	Std Deviation	0.98	
	Significance	.	
	Effect Size	.	
	Strongly disagree	2%	
	Somewhat disagree	6%	
	Neither agree nor disagree	19%	
	Somewhat agree	42%	
	Strongly agree	31%	
While a faculty member at (INSERT INSTITUTION), have you served as a mentor for another faculty member?	Total (n)	52	504
	Yes, through a formal program only	15%	15%
	Yes, informally only	25%	33%
	Yes, both through a formal program	33%	20%
	No	27%	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)	52	501
	Yes, by assignment	19%	18%
	Yes, by my choice	10%	8%
	Yes, both by assignment and my choice	21%	7%
	No	50%	68%

2014 Faculty Climate Survey Results: Math and Science

		CWRU	Peers
While at (INSERT INSTITUTION), do you feel as though you have received adequate mentoring?	Total (n)	42	532
	Mean	1.38	1.33
	Std Deviation	0.49	0.47
	Significance	0.48	
	Effect Size	0.10	
	Yes	62%	67%
	No	38%	33%
In your experience, to what extent are the following items valued in the tenure process: Research/ scholarly work (valued)	Total (n)	50	735
	Mean	2.98	2.97
	Std Deviation	0.14	0.219
	Significance	0.69	
	Effect Size	0.05	
	Valued slightly or not at all	0%	1%
	Somewhat valued	2%	2%
Highly valued	98%	98%	
In your experience, to what extent are the following items valued in the tenure process: Teaching contributions (valued)	Total (n)	50	728
	Mean	2.28	2.12
	Std Deviation	0.57	0.644
	Significance	0.09	
	Effect Size	0.26	
	Valued slightly or not at all	6%	15%
	Somewhat valued	60%	57%
Highly valued	34%	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	626
	Mean	1.8	1.67
	Std Deviation	0.54	0.613
	Significance	0.10	
	Effect Size	0.23	
	Valued slightly or not at all	26%	41%
	Somewhat valued	68%	51%
Highly valued	6%	8%	
In your experience, to what extent are the following items valued in the tenure process: Professional reputation	Total (n)	46	
	Mean	2.83	
	Std Deviation	0.38	
	Significance	.	
	Effect Size	.	
	Valued slightly or not at all	0%	
	Somewhat valued	17%	
Highly valued	83%		

2014 Faculty Climate Survey Results: Math and Science

		CWRU	Peers
In your experience, to what extent are the following items valued in the tenure process: Collegiality	Total (n)	45	
	Mean	1.93	
	Std Deviation	0.65	
	Significance	.	
	Effect Size	.	
	Valued slightly or not at all	24%	
	Somewhat valued	58%	
	Highly valued	18%	
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)	43	
	Mean	1.98	
	Std Deviation	0.51	
	Significance	.	
	Effect Size	.	
	Valued slightly or not at all	14%	
	Somewhat valued	74%	
	Highly valued	12%	
In your experience, to what extent are the following items valued in the tenure process: Assessment by peers outside of CWRU	Total (n)	46	
	Mean	2.96	
	Std Deviation	0.21	
	Significance	.	
	Effect Size	.	
	Valued slightly or not at all	0%	
	Somewhat valued	4%	
	Highly valued	96%	
In your experience, to what extent are the following items valued in the tenure process: Obtaining grants/funding	Total (n)	49	
	Mean	2.67	
	Std Deviation	0.52	
	Significance	.	
	Effect Size	.	
	Valued slightly or not at all	2%	
	Somewhat valued	29%	
	Highly valued	69%	
How appropriately are these items valued in the tenure process: Research/ scholarly work	Total (n)	49	721
	Mean	3.04	3.07
	Std Deviation	0.35	0.43
	Significance	0.63	
	Effect Size	-0.08	
	Very undervalued	0%	1%
	Somewhat undervalued	4%	2%
	Valued appropriately	88%	88%
	Somewhat overvalued	8%	8%
	Very overvalued	0%	1%

2014 Faculty Climate Survey Results: Math and Science

		CWRU	Peers
How appropriately are these items valued in the tenure process: Teaching contributions	Total (n)	49	716
	Mean	2.61	2.6
	Std Deviation	0.61	0.772
	Significance	0.90	
	Effect Size	0.01	
	Very undervalued	4%	9%
	Somewhat undervalued	33%	31%
	Valued appropriately	61%	55%
	Somewhat overvalued	2%	5%
	Very overvalued	0%	1%
How appropriately are these items valued in the tenure process: Service (i.e., committee work, etc.)	Total (n)	48	611
	Mean	2.75	2.66
	Std Deviation	0.57	0.71
	Significance	0.28	
	Effect Size	0.14	
	Very undervalued	2%	7%
	Somewhat undervalued	25%	25%
	Valued appropriately	69%	63%
	Somewhat overvalued	4%	3%
	Very overvalued	0%	1%
How appropriately are these items valued in the tenure process: Professional reputation	Total (n)	44	
	Mean	3.14	
	Std Deviation	0.46	
	Significance	.	
	Effect Size	.	
	Very undervalued	0%	
	Somewhat undervalued	5%	
	Valued appropriately	77%	
	Somewhat overvalued	18%	
	Very overvalued	0%	
How appropriately are these items valued in the tenure process: Collegiality	Total (n)	43	
	Mean	2.77	
	Std Deviation	0.61	
	Significance	.	
	Effect Size	.	
	Very undervalued	2%	
	Somewhat undervalued	26%	
	Valued appropriately	65%	
	Somewhat overvalued	7%	
	Very overvalued	0%	

2014 Faculty Climate Survey Results: Math and Science

		CWRU	Peers
How appropriately are these items valued in the tenure process: Fit with the department's/school's mission	Total (n)	42	
	Mean	2.86	
	Std Deviation	0.61	
	Significance	.	
	Effect Size	.	
	Very undervalued	2%	
	Somewhat undervalued	19%	
	Valued appropriately	69%	
	Somewhat overvalued	10%	
	Very overvalued	0%	
How appropriately are these items valued in the tenure process: Assessment by peers outside CWRU	Total (n)	45	
	Mean	3.2	
	Std Deviation	0.41	
	Significance	.	
	Effect Size	.	
	Very undervalued	0%	
	Somewhat undervalued	0%	
	Valued appropriately	80%	
	Somewhat overvalued	20%	
	Very overvalued	0%	
How appropriately are these items valued in the tenure process: Obtaining grants/funding	Total (n)	48	
	Mean	3.23	
	Std Deviation	0.52	
	Significance	.	
	Effect Size	.	
	Very undervalued	0%	
	Somewhat undervalued	4%	
	Valued appropriately	69%	
	Somewhat overvalued	27%	
	Very overvalued	0%	
Do you agree that the criteria for tenure are clearly communicated?	Total (n)	49	724
	Mean	4.08	4.04
	Std Deviation	1.15	1.117
	Significance	0.82	
	Effect Size	0.04	
	Strongly disagree	8%	5%
	Somewhat disagree	2%	9%
	Neither agree nor disagree	6%	6%
	Somewhat agree	41%	39%
	Strongly agree	43%	42%

2014 Faculty Climate Survey Results: Math and Science

		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)	52	591
	Mean	1.83	1.85
	Std Deviation	0.38	0.358
	Significance	0.67	
	Effect Size	-0.05	
	Yes	17%	15%
	No	83%	85%
In the next three years, how likely are you to leave (INSERT INSTITUTION)?	Total (n)	51	739
	Mean	2.45	2.43
	Std Deviation	1.27	1.321
	Significance	0.92	
	Effect Size	0.02	
	Very unlikely	31%	34%
	Somewhat unlikely	20%	21%
	Neither likely nor unlikely	29%	22%
	Somewhat likely	12%	14%
	Very likely	8%	9%
To what extent, if at all, have you considered the following reasons to leave: To increase your salary	Total (n)	50	781
	Mean	2.02	1.78
	Std Deviation	0.69	0.751
	Significance	0.02	
	Effect Size	0.33	
	Not at all	22%	41%
	To some extent	54%	39%
To a great extent	24%	20%	
To what extent, if at all, have you considered the following reasons to leave: To improve your prospects for tenure	Total (n)	29	577
	Mean	1.17	1.22
	Std Deviation	0.47	0.515
	Significance	0.64	
	Effect Size	-0.10	
	Not at all	86%	83%
	To some extent	10%	13%
To a great extent	3%	5%	
To what extent, if at all, have you considered the following reasons to leave: To enhance your career in other ways	Total (n)	50	681
	Mean	2.1	1.95
	Std Deviation	0.71	0.751
	Significance	0.17	
	Effect Size	0.21	
	Not at all	20%	31%
	To some extent	50%	44%
To a great extent	30%	26%	

2014 Faculty Climate Survey Results: Math and Science

		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)	50	777
	Mean	1.92	1.69
	Std Deviation	0.78	0.813
	Significance	0.05	
	Effect Size	0.29	
	Not at all	34%	53%
	To some extent	40%	25%
	To a great extent	26%	22%
To what extent, if at all, have you considered the following reasons to leave: To increase your time to do research	Total (n)	48	781
	Mean	1.92	1.79
	Std Deviation	0.79	0.776
	Significance	0.27	
	Effect Size	0.17	
	Not at all	35%	43%
	To some extent	38%	35%
	To a great extent	27%	22%
To what extent, if at all, have you considered the following reasons to leave: To pursue a nonacademic job	Total (n)	44	731
	Mean	1.27	1.14
	Std Deviation	0.50	0.402
	Significance	0.10	
	Effect Size	0.29	
	Not at all	75%	88%
	To some extent	23%	11%
	To a great extent	2%	2%
To what extent, if at all, have you considered the following reasons to leave: To reduce stress	Total (n)	50	770
	Mean	1.38	1.47
	Std Deviation	0.64	0.678
	Significance	0.35	
	Effect Size	-0.14	
	Not at all	70%	63%
	To some extent	22%	26%
	To a great extent	8%	11%
To what extent, if at all, have you considered the following reasons to leave: To address child-related issues	Total (n)	41	699
	Mean	1.049	1.143
	Std Deviation	0.22	0.4036
	Significance	0.01	
	Effect Size	-0.29	
	Not at all	95%	88%
	To some extent	5%	10%
	To a great extent	0%	2%

2014 Faculty Climate Survey Results: Math and Science

		CWRU	Peers
To what extent, if at all, have you considered the following reasons to leave: To address other family-related issues	Total (n)	46	
	Mean	1.41	
	Std Deviation	0.62	
	Significance	.	
	Effect Size	.	
	Not at all	65%	
	To some extent	28%	
	To a great extent	7%	
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)	45	732
	Mean	1.64	1.49
	Std Deviation	0.74	0.737
	Significance	0.19	
	Effect Size	0.20	
	Not at all	51%	65%
	To some extent	33%	20%
	To a great extent	16%	15%
To what extent, if at all, have you considered the following reasons to leave: To lower your cost of living	Total (n)	47	656
	Mean	1.06	1.09
	Std Deviation	0.25	0.341
	Significance	0.55	
	Effect Size	-0.10	
	Not at all	94%	92%
	To some extent	6%	6%
	To a great extent	0%	2%
To what extent, if at all, have you considered the following reasons to leave: Retirement	Total (n)	46	707
	Mean	1.43	1.36
	Std Deviation	0.72	0.66
	Significance	0.43	
	Effect Size	0.10	
	Not at all	70%	75%
	To some extent	17%	15%
	To a great extent	13%	10%
To what extent, if at all, have you considered the following reasons to leave: Other	Total (n)	6	237
	Mean	2.67	1.68
	Std Deviation	0.82	0.892
	Significance	0.01	
	Effect Size	1.16	
	Not at all	17%	61%
	To some extent	0%	10%
	To a great extent	83%	29%

2014 Faculty Climate Survey Results: Math and Science

		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)	51	
	Mean	3.9	
	Std Deviation	1.14	
	Significance	.	
	Effect Size	.	
	Very dissatisfied	2%	
	Somewhat dissatisfied	14%	
	Neither satisfied nor dissatisfied	16%	
	Somewhat satisfied	29%	
	Very satisfied	39%	
If you were to begin your career again, would you still want to be a faculty member?	Total (n)	52	
	Mean	4.54	
	Std Deviation	0.87	
	Significance	.	
	Effect Size	.	
	Definitely no	2%	
	Probably no	4%	
	Not sure	2%	
	Probably yes	23%	
	Definitely yes	69%	