

# 2014 Faculty Climate Survey Results: Medicine Basic Sciences

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)	181	751
	Mean	1.86	1.67
	Std Deviation	0.86	0.81
	Significance	0.01	
	Effect Size	0.23	
	Professor	45%	55%
	Associate Professor	24%	24%
	Assistant Professor	31%	21%
Age	Total (n)	181	349
	Mean	52.91	52.62
	Std Deviation	12.45	10.38
	Significance	0.79	
	Effect Size	0.03	
Gender	Total (n)	181	747
	Mean	1.25	1.28
	Std Deviation	0.44	0.45
	Significance	0.29	
	Effect Size	-0.07	
	Male	75%	71%
	Female	25%	29%
	Transgender or other	0%	0%
Overall, how satisfied are you being a faculty member at (INSERT INSTITUTION)?	Total (n)	120	717
	Mean	3.51	3.94
	Std Deviation	1.26	1.12
	Significance	0.00	
	Effect Size	-0.36	
	Very dissatisfied	6%	4%
	Somewhat dissatisfied	25%	12%
	Neither satisfied nor dissatisfied	6%	9%
	Somewhat satisfied	39%	39%
	Very satisfied	24%	36%

## 2014 Faculty Climate Survey Results: Medicine Basic Sciences

		CWRU	Peers
How satisfied are you with the resources (INSERT INSTITUTION) provides to support your research and scholarship?	Total (n)	121	
	Mean	2.83	
	Std Deviation	1.30	
	Significance	.	
	Effect Size	.	
	Very dissatisfied	17%	
	Somewhat dissatisfied	31%	
	Neither satisfied nor dissatisfied	12%	
	Somewhat satisfied	30%	
	Very satisfied	10%	
How satisfied are you with the resources (INSERT INSTITUTION) provides to support your teaching?	Total (n)	121	
	Mean	3.33	
	Std Deviation	1.08	
	Significance	.	
	Effect Size	.	
	Very dissatisfied	4%	
	Somewhat dissatisfied	20%	
	Neither satisfied nor dissatisfied	30%	
	Somewhat satisfied	31%	
	Very satisfied	15%	
Please indicate the degree to which you are satisfied with each of the following: Salary	Total (n)	117	725
	Mean	3.3	3.71
	Std Deviation	1.37	1.17
	Significance	0.00	
	Effect Size	-0.32	
	Very dissatisfied	13%	5%
	Somewhat dissatisfied	20%	16%
	Neither satisfied nor dissatisfied	16%	14%
	Somewhat satisfied	27%	38%
	Very satisfied	24%	28%
Please indicate the degree to which you are satisfied with each of the following: Start-up funds	Total (n)	89	426
	Mean	3.15	3.53
	Std Deviation	1.39	1.25
	Significance	0.01	
	Effect Size	-0.29	
	Very dissatisfied	17%	9%
	Somewhat dissatisfied	18%	14%
	Neither satisfied nor dissatisfied	20%	17%
	Somewhat satisfied	24%	37%
	Very satisfied	21%	23%

## 2014 Faculty Climate Survey Results: Medicine Basic Sciences

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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)	117	
	Mean	3.76	
	Std Deviation	1.15	
	Significance	.	
	Effect Size	.	
	Very dissatisfied	5%	
	Somewhat dissatisfied	12%	
	Neither satisfied nor dissatisfied	14%	
	Somewhat satisfied	40%	
	Very satisfied	29%	
Please indicate the degree to which you are satisfied with each of the following: Availability of nearby parking	Total (n)	115	328
	Mean	3.87	3.87
	Std Deviation	1.31	1.24
	Significance	0.84	
	Effect Size	0.00	
	Very dissatisfied	7%	6%
	Somewhat dissatisfied	13%	11%
	Neither satisfied nor dissatisfied	11%	13%
	Somewhat satisfied	24%	27%
	Very satisfied	45%	43%
Please indicate the degree to which you are satisfied with each of the following: Office space	Total (n)	120	675
	Mean	4.26	4.11
	Std Deviation	1.02	1.10
	Significance	0.07	
	Effect Size	0.14	
	Very dissatisfied	2%	4%
	Somewhat dissatisfied	8%	9%
	Neither satisfied nor dissatisfied	9%	10%
	Somewhat satisfied	27%	33%
	Very satisfied	55%	45%
Please indicate the degree to which you are satisfied with each of the following: Lab or research space	Total (n)	112	613
	Mean	3.87	3.92
	Std Deviation	1.14	1.18
	Significance	0.83	
	Effect Size	-0.04	
	Very dissatisfied	5%	4%
	Somewhat dissatisfied	12%	14%
	Neither satisfied nor dissatisfied	11%	8%
	Somewhat satisfied	39%	35%
	Very satisfied	34%	39%

## 2014 Faculty Climate Survey Results: Medicine Basic Sciences

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Please indicate the degree to which you are satisfied with each of the following: Classroom space	Total (n)	113	431
	Mean	3.69	3.81
	Std Deviation	1.04	1.09
	Significance	0.63	
	Effect Size	-0.11	
	Very dissatisfied	3%	2%
	Somewhat dissatisfied	12%	14%
	Neither satisfied nor dissatisfied	21%	20%
	Somewhat satisfied	41%	34%
	Very satisfied	23%	30%
Please indicate the degree to which you are satisfied with each of the following: Library resources	Total (n)	119	662
	Mean	4.17	4.23
	Std Deviation	0.98	0.92
	Significance	0.90	
	Effect Size	-0.06	
	Very dissatisfied	2%	1%
	Somewhat dissatisfied	5%	5%
	Neither satisfied nor dissatisfied	15%	14%
	Somewhat satisfied	31%	34%
	Very satisfied	47%	46%
Please indicate the degree to which you are satisfied with each of the following: Computing resources	Total (n)	113	658
	Mean	3.92	3.63
	Std Deviation	1.06	1.22
	Significance	0.00	
	Effect Size	0.25	
	Very dissatisfied	2%	7%
	Somewhat dissatisfied	11%	17%
	Neither satisfied nor dissatisfied	18%	15%
	Somewhat satisfied	34%	36%
	Very satisfied	36%	25%
Please indicate the degree to which you are satisfied with each of the following: Clerical and administrative staff	Total (n)	120	661
	Mean	3.54	3.56
	Std Deviation	1.24	1.30
	Significance	0.55	
	Effect Size	-0.02	
	Very dissatisfied	6%	8%
	Somewhat dissatisfied	19%	21%
	Neither satisfied nor dissatisfied	18%	14%
	Somewhat satisfied	30%	31%
	Very satisfied	28%	26%

## 2014 Faculty Climate Survey Results: Medicine Basic Sciences

		CWRU	Peers
Please indicate the degree to which you are satisfied with each of the following: Technical and research staff	Total (n)	111	572
	Mean	3.76	3.95
	Std Deviation	1.03	0.94
	Significance	0.12	
	Effect Size	-0.19	
	Very dissatisfied	2%	1%
	Somewhat dissatisfied	14%	9%
	Neither satisfied nor dissatisfied	16%	18%
	Somewhat satisfied	44%	44%
	Very satisfied	24%	29%
Please indicate the degree to which you are satisfied with each of the following: Support for securing grants	Total (n)	117	642
	Mean	3.13	3.41
	Std Deviation	1.21	1.23
	Significance	0.06	
	Effect Size	-0.23	
	Very dissatisfied	9%	7%
	Somewhat dissatisfied	27%	19%
	Neither satisfied nor dissatisfied	16%	23%
	Somewhat satisfied	35%	30%
	Very satisfied	12%	21%
Please indicate the degree to which you are satisfied with each of the following: Other resources to support research	Total (n)	116	
	Mean	2.8	
	Std Deviation	1.23	
	Significance	.	
	Effect Size	.	
	Very dissatisfied	16%	
	Somewhat dissatisfied	29%	
	Neither satisfied nor dissatisfied	20%	
	Somewhat satisfied	27%	
	Very satisfied	8%	
Please indicate the degree to which you are satisfied with each of the following: Teaching responsibilities	Total (n)	117	398
	Mean	3.83	4.19
	Std Deviation	0.91	0.92
	Significance	0.00	
	Effect Size	-0.39	
	Very dissatisfied	0%	1%
	Somewhat dissatisfied	9%	5%
	Neither satisfied nor dissatisfied	26%	17%
	Somewhat satisfied	40%	31%
	Very satisfied	26%	46%

## 2014 Faculty Climate Survey Results: Medicine Basic Sciences

		CWRU	Peers
Please indicate the degree to which you are satisfied with each of the following: Access to teaching assistants	Total (n)	63	
	Mean	3.02	
	Std Deviation	1.35	
	Significance	.	
	Effect Size	.	
	Very dissatisfied	18%	
	Somewhat dissatisfied	18%	
	Neither satisfied nor dissatisfied	30%	
	Somewhat satisfied	16%	
	Very satisfied	19%	
Please indicate the degree to which you are satisfied with each of the following: Advising responsibilities	Total (n)	105	349
	Mean	3.89	4.11
	Std Deviation	0.94	0.88
	Significance	0.04	
	Effect Size	-0.24	
	Very dissatisfied	0%	1%
	Somewhat dissatisfied	8%	2%
	Neither satisfied nor dissatisfied	28%	20%
	Somewhat satisfied	33%	38%
	Very satisfied	31%	38%
Please indicate the degree to which you are satisfied with each of the following: Quality of graduate/professional students	Total (n)	116	
	Mean	3.41	
	Std Deviation	1.15	
	Significance	.	
	Effect Size	.	
	Very dissatisfied	7%	
	Somewhat dissatisfied	19%	
	Neither satisfied nor dissatisfied	15%	
	Somewhat satisfied	46%	
	Very satisfied	14%	
Please indicate the degree to which you are satisfied with each of the following: Time available for scholarly work	Total (n)	118	415
	Mean	3.36	3.62
	Std Deviation	1.28	1.24
	Significance	0.10	
	Effect Size	-0.21	
	Very dissatisfied	9%	6%
	Somewhat dissatisfied	20%	19%
	Neither satisfied nor dissatisfied	19%	14%
	Somewhat satisfied	31%	32%
	Very satisfied	22%	29%

## 2014 Faculty Climate Survey Results: Medicine Basic Sciences

		CWRU	Peers
Please indicate the degree to which you are satisfied with each of the following: Committee and administrative responsibilities	Total (n)	119	409
	Mean	3.43	3.67
	Std Deviation	1.01	0.96
	Significance	0.03	
	Effect Size	-0.24	
	Very dissatisfied	2%	1%
	Somewhat dissatisfied	19%	12%
	Neither satisfied nor dissatisfied	27%	25%
	Somewhat satisfied	39%	42%
	Very satisfied	13%	19%
Please indicate the degree to which you are satisfied with each of the following: Clinical responsibilities	Total (n)	16	
	Mean	3.56	
	Std Deviation	0.81	
	Significance	.	
	Effect Size	.	
	Very dissatisfied	0%	
	Somewhat dissatisfied	6%	
	Neither satisfied nor dissatisfied	44%	
	Somewhat satisfied	38%	
	Very satisfied	13%	
Overall, how would you rate the reasonableness of your workload?	Total (n)	119	671
	Mean	3.57	3.57
	Std Deviation	0.70	0.69
	Significance	0.81	
	Effect Size	0.00	
	Much too light	0%	0%
	Too light	0%	1%
	About right	55%	52%
	Too heavy	34%	36%
	Much too heavy	12%	12%
During an academic year, how many hours is your typical work week?	Total (n)	114	596
	Mean	59.63	59.19
	Std Deviation	12.21	11.05
	Significance	0.70	
	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)	119	397
	Mean	2.25	2.09
	Std Deviation	0.73	0.68
	Significance	0.07	
	Effect Size	0.23	
	Not at all	17%	18%
	Extensive	42%	29%

## 2014 Faculty Climate Survey Results: Medicine Basic Sciences

		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: Teaching responsibilities (stress)	Total (n)	116	388
	Mean	1.67	1.54
	Std Deviation	0.60	0.56
	Significance	0.05	
	Effect Size	0.22	
	Not at all	40%	49%
	Somewhat	53%	48%
	Extensive	7%	4%
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)	108	380
	Mean	1.48	1.38
	Std Deviation	0.54	0.55
	Significance	0.16	
	Effect Size	0.18	
	Not at all	54%	64%
	Somewhat	44%	33%
	Extensive	2%	4%
Please indicate the extent to which each of the following has been a source of stress for you over the past twelve months: Clinical responsibilities (stress)	Total (n)	15	
	Mean	1.27	
	Std Deviation	0.46	
	Significance	.	
	Effect Size	.	
	Not at all	73%	
	Somewhat	27%	
	Extensive	0%	
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)	117	394
	Mean	2.74	2.48
	Std Deviation	0.46	0.69
	Significance	0.00	
	Effect Size	0.44	
	Not at all	1%	12%
	Somewhat	25%	29%
	Extensive	74%	59%
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)	119	394
	Mean	1.77	1.68
	Std Deviation	0.67	0.64
	Significance	0.12	
	Effect Size	0.14	
	Not at all	36%	43%
	Somewhat	50%	47%
	Extensive	13%	10%



## 2014 Faculty Climate Survey Results: Medicine Basic Sciences

		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: Managing a research group or grant (e.g., finances, personnel)	Total (n)	115	382
	Mean	2.12	2.13
	Std Deviation	0.70	0.71
	Significance	0.94	
	Effect Size	-0.01	
	Not at all	19%	21%
	Somewhat	50%	46%
	Extensive	31%	34%
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)	118	393
	Mean	1.41	1.3
	Std Deviation	0.54	0.51
	Significance	0.06	
	Effect Size	0.21	
	Not at all	62%	72%
	Somewhat	36%	26%
	Extensive	3%	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)	109	320
	Mean	1.7	1.55
	Std Deviation	0.75	0.68
	Significance	0.04	
	Effect Size	0.21	
	Not at all	48%	57%
	Somewhat	35%	34%
	Extensive	17%	10%
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)	117	388
	Mean	2	1.77
	Std Deviation	0.71	0.76
	Significance	0.00	
	Effect Size	0.31	
	Not at all	25%	44%
	Somewhat	50%	38%
	Extensive	25%	19%
Please indicate the extent to which each of the following has been a source of stress for you over the past twelve months: Managing household responsibilities	Total (n)	117	446
	Mean	1.71	1.77
	Std Deviation	0.68	0.64
	Significance	0.35	
	Effect Size	-0.09	
	Not at all	42%	35%
	Somewhat	45%	53%
	Extensive	13%	12%

## 2014 Faculty Climate Survey Results: Medicine Basic Sciences

		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: Childcare	Total (n)	68	354
	Mean	1.53	1.63
	Std Deviation	0.70	0.71
	Significance	0.36	
	Effect Size	-0.14	
	Not at all	59%	52%
	Somewhat	29%	35%
	Extensive	12%	13%
Please indicate the extent to which each of the following has been a source of stress for you over the past twelve months: Care of someone who is ill, disabled, aging, and/ or in need of special services	Total (n)	62	313
	Mean	1.52	1.42
	Std Deviation	0.67	0.64
	Significance	0.35	
	Effect Size	0.15	
	Not at all	58%	65%
	Somewhat	32%	27%
	Extensive	10%	8%
Please indicate the extent to which each of the following has been a source of stress for you over the past twelve months: Your health	Total (n)	114	429
	Mean	1.54	1.31
	Std Deviation	0.64	0.53
	Significance	0.00	
	Effect Size	0.39	
	Not at all	54%	72%
	Somewhat	39%	25%
	Extensive	8%	3%
Please indicate the extent to which each of the following has been a source of stress for you over the past twelve months: Cost of living	Total (n)	118	441
	Mean	1.66	1.48
	Std Deviation	0.68	0.64
	Significance	0.02	
	Effect Size	0.27	
	Not at all	46%	58%
	Somewhat	42%	34%
	Extensive	12%	8%
My colleagues value my research/ scholarship.	Total (n)	119	464
	Mean	3.92	4.07
	Std Deviation	1.14	1.10
	Significance	0.25	
	Effect Size	-0.13	
	Strongly disagree	7%	5%
	Somewhat disagree	6%	6%
	Neither agree nor disagree	10%	10%
	Somewhat agree	43%	36%
	Strongly agree	35%	43%

## 2014 Faculty Climate Survey Results: Medicine Basic Sciences

		CWRU	Peers
I am satisfied with opportunities to collaborate with faculty in my primary department/ unit.	Total (n)	118	383
	Mean	3.61	3.94
	Std Deviation	1.25	1.24
	Significance	0.02	
	Effect Size	-0.26	
	Strongly disagree	8%	7%
	Somewhat disagree	16%	10%
	Neither agree nor disagree	11%	10%
	Somewhat agree	38%	32%
	Strongly agree	27%	42%
I am satisfied with opportunities to collaborate with faculty in other units at my Institution.	Total (n)	119	580
	Mean	3.97	4.24
	Std Deviation	1.06	0.94
	Significance	0.00	
	Effect Size	-0.27	
	Strongly disagree	3%	1%
	Somewhat disagree	8%	6%
	Neither agree nor disagree	12%	7%
	Somewhat agree	41%	39%
	Strongly agree	35%	47%
Interdisciplinary research is recognized and rewarded by my department/ unit.	Total (n)	117	580
	Mean	3.68	3.74
	Std Deviation	1.28	1.17
	Significance	0.72	
	Effect Size	-0.05	
	Strongly disagree	7%	6%
	Somewhat disagree	15%	10%
	Neither agree nor disagree	15%	19%
	Somewhat agree	28%	35%
	Strongly agree	34%	29%
I have a voice in the decision-making that affects the direction of my department/ unit.	Total (n)	118	659
	Mean	3.05	3.37
	Std Deviation	1.51	1.37
	Significance	0.03	
	Effect Size	-0.22	
	Strongly disagree	22%	14%
	Somewhat disagree	20%	13%
	Neither agree nor disagree	13%	17%
	Somewhat agree	20%	34%
	Strongly agree	25%	23%

## 2014 Faculty Climate Survey Results: Medicine Basic Sciences

		CWRU	Peers
My chair/ director/ dean creates a collegial and supportive environment:	Total (n)	117	640
	Mean	3.32	3.79
	Std Deviation	1.46	1.34
	Significance	0.00	
	Effect Size	-0.34	
	Strongly disagree	18%	10%
	Somewhat disagree	14%	9%
	Neither agree nor disagree	15%	14%
	Somewhat agree	27%	27%
	Strongly agree	27%	40%
My chair/ director/ dean helps me obtain the resources I need.	Total (n)	116	615
	Mean	3.05	3.27
	Std Deviation	1.43	1.31
	Significance	0.15	
	Effect Size	-0.16	
	Strongly disagree	20%	13%
	Somewhat disagree	18%	14%
	Neither agree nor disagree	20%	30%
	Somewhat agree	22%	21%
	Strongly agree	21%	22%
I can navigate the unwritten rules concerning how one is to conduct oneself as a faculty member.	Total (n)	116	648
	Mean	3.88	4.02
	Std Deviation	1.17	0.99
	Significance	0.27	
	Effect Size	-0.13	
	Strongly disagree	7%	3%
	Somewhat disagree	7%	6%
	Neither agree nor disagree	13%	17%
	Somewhat agree	38%	39%
	Strongly agree	35%	36%
My department/ unit is a good fit for me.	Total (n)	118	404
	Mean	3.85	4
	Std Deviation	1.23	1.24
	Significance	0.25	
	Effect Size	-0.12	
	Strongly disagree	4%	7%
	Somewhat disagree	17%	10%
	Neither agree nor disagree	8%	11%
	Somewhat agree	32%	24%
	Strongly agree	39%	49%

## 2014 Faculty Climate Survey Results: Medicine Basic Sciences

		CWRU	Peers
My department/ unit is a place where individual faculty may comfortably raise personal and/ or family responsibilities when scheduling departmental/ unit responsibilities.	Total (n)	117	636
	Mean	3.61	3.81
	Std Deviation	1.32	1.10
	Significance	0.11	
	Effect Size	-0.16	
	Strongly disagree	10%	5%
	Somewhat disagree	10%	6%
	Neither agree nor disagree	21%	19%
	Somewhat agree	25%	39%
	Strongly agree	33%	30%
I feel excluded from an informal network in my department/ unit.	Total (n)	117	650
	Mean	2.3	2.41
	Std Deviation	1.32	1.28
	Significance	0.39	
	Effect Size	-0.08	
	Strongly disagree	39%	32%
	Somewhat disagree	21%	26%
	Neither agree nor disagree	19%	20%
	Somewhat agree	14%	14%
	Strongly agree	8%	8%
I have to work harder than some of my colleagues to be perceived as a legitimate scholar.	Total (n)	114	640
	Mean	2.74	2.52
	Std Deviation	1.43	1.31
	Significance	0.09	
	Effect Size	0.16	
	Strongly disagree	29%	31%
	Somewhat disagree	17%	22%
	Neither agree nor disagree	21%	23%
	Somewhat agree	18%	16%
	Strongly agree	15%	9%
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)	111	
	Mean	3.95	
	Std Deviation	1.28	
	Significance	.	
	Effect Size	.	
	Strongly disagree	7%	
	Somewhat disagree	8%	
	Neither agree nor disagree	15%	
	Somewhat agree	21%	
	Strongly agree	49%	

## 2014 Faculty Climate Survey Results: Medicine Basic Sciences

		CWRU	Peers
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)	85	
	Mean	3.89	
	Std Deviation	1.22	
	Significance	.	
	Effect Size	.	
	Strongly disagree	6%	
	Somewhat disagree	7%	
	Neither agree nor disagree	22%	
	Somewhat agree	21%	
	Strongly agree	44%	
My dean maintains high academic standards	Total (n)	113	
	Mean	3.36	
	Std Deviation	1.38	
	Significance	.	
	Effect Size	.	
	Strongly disagree	13%	
	Somewhat disagree	16%	
	Neither agree nor disagree	20%	
	Somewhat agree	24%	
	Strongly agree	27%	
My dean is an effective administrator	Total (n)	113	
	Mean	2.95	
	Std Deviation	1.50	
	Significance	.	
	Effect Size	.	
	Strongly disagree	25%	
	Somewhat disagree	19%	
	Neither agree nor disagree	15%	
	Somewhat agree	20%	
	Strongly agree	21%	
My dean articulates clear criteria for tenure/ promotion/evaluation	Total (n)	110	
	Mean	3.23	
	Std Deviation	1.25	
	Significance	.	
	Effect Size	.	
	Strongly disagree	11%	
	Somewhat disagree	19%	
	Neither agree nor disagree	24%	
	Somewhat agree	29%	
	Strongly agree	17%	

## 2014 Faculty Climate Survey Results: Medicine Basic Sciences

		CWRU	Peers
My dean shows commitment to diversity	Total (n)	110	
	Mean	3.47	
	Std Deviation	1.16	
	Significance	.	
	Effect Size	.	
	Strongly disagree	9%	
	Somewhat disagree	6%	
	Neither agree nor disagree	36%	
	Somewhat agree	29%	
	Strongly agree	21%	
My dean is open to constructive criticism	Total (n)	108	
	Mean	2.43	
	Std Deviation	1.31	
	Significance	.	
	Effect Size	.	
	Strongly disagree	35%	
	Somewhat disagree	17%	
	Neither agree nor disagree	27%	
	Somewhat agree	13%	
	Strongly agree	8%	
My dean treats faculty in an even-handed way	Total (n)	113	
	Mean	2.59	
	Std Deviation	1.39	
	Significance	.	
	Effect Size	.	
	Strongly disagree	33%	
	Somewhat disagree	13%	
	Neither agree nor disagree	28%	
	Somewhat agree	13%	
	Strongly agree	12%	
My dean articulates a clear vision	Total (n)	113	
	Mean	3.01	
	Std Deviation	1.39	
	Significance	.	
	Effect Size	.	
	Strongly disagree	20%	
	Somewhat disagree	20%	
	Neither agree nor disagree	20%	
	Somewhat agree	24%	
	Strongly agree	18%	

## 2014 Faculty Climate Survey Results: Medicine Basic Sciences

		CWRU	Peers
My dean honors agreements	Total (n)	100	
	Mean	3.12	
	Std Deviation	1.35	
	Significance	.	
	Effect Size	.	
	Strongly disagree	18%	
	Somewhat disagree	11%	
	Neither agree nor disagree	32%	
	Somewhat agree	19%	
	Strongly agree	20%	
My dean handles disputes/problems effectively	Total (n)	98	
	Mean	2.68	
	Std Deviation	1.23	
	Significance	.	
	Effect Size	.	
	Strongly disagree	24%	
	Somewhat disagree	17%	
	Neither agree nor disagree	35%	
	Somewhat agree	16%	
	Strongly agree	8%	
My dean communicates consistently with faculty	Total (n)	116	
	Mean	2.89	
	Std Deviation	1.39	
	Significance	.	
	Effect Size	.	
	Strongly disagree	23%	
	Somewhat disagree	18%	
	Neither agree nor disagree	20%	
	Somewhat agree	24%	
	Strongly agree	15%	
My dean articulates clear criteria for allocation of resources	Total (n)	111	
	Mean	2.29	
	Std Deviation	1.22	
	Significance	.	
	Effect Size	.	
	Strongly disagree	35%	
	Somewhat disagree	23%	
	Neither agree nor disagree	24%	
	Somewhat agree	12%	
	Strongly agree	5%	



## 2014 Faculty Climate Survey Results: Medicine Basic Sciences

		CWRU	Peers
My department chair maintains high academic standards	Total (n)	100	
	Mean	4.25	
	Std Deviation	0.87	
	Significance	.	
	Effect Size	.	
	Strongly disagree	1%	
	Somewhat disagree	4%	
	Neither agree nor disagree	10%	
	Somewhat agree	39%	
	Strongly agree	46%	
My department chair is an effective administrator	Total (n)	99	
	Mean	3.3	
	Std Deviation	1.38	
	Significance	.	
	Effect Size	.	
	Strongly disagree	15%	
	Somewhat disagree	17%	
	Neither agree nor disagree	11%	
	Somewhat agree	35%	
	Strongly agree	21%	
My department chair articulates clear criteria for tenure/promotion/evaluation	Total (n)	97	
	Mean	3.71	
	Std Deviation	1.18	
	Significance	.	
	Effect Size	.	
	Strongly disagree	6%	
	Somewhat disagree	10%	
	Neither agree nor disagree	20%	
	Somewhat agree	34%	
	Strongly agree	30%	
My department chair shows commitment to diversity	Total (n)	94	
	Mean	3.73	
	Std Deviation	1.07	
	Significance	.	
	Effect Size	.	
	Strongly disagree	2%	
	Somewhat disagree	10%	
	Neither agree nor disagree	32%	
	Somewhat agree	26%	
	Strongly agree	31%	

## 2014 Faculty Climate Survey Results: Medicine Basic Sciences

		CWRU	Peers
My department chair is open to constructive criticism	Total (n)	97	
	Mean	3.23	
	Std Deviation	1.42	
	Significance	.	
	Effect Size	.	
	Strongly disagree	18%	
	Somewhat disagree	14%	
	Neither agree nor disagree	20%	
	Somewhat agree	25%	
	Strongly agree	24%	
My department chair treats faculty in an even-handed way	Total (n)	99	
	Mean	3.36	
	Std Deviation	1.41	
	Significance	.	
	Effect Size	.	
	Strongly disagree	12%	
	Somewhat disagree	20%	
	Neither agree nor disagree	17%	
	Somewhat agree	20%	
	Strongly agree	30%	
My department chair honors agreements	Total (n)	98	
	Mean	3.91	
	Std Deviation	1.24	
	Significance	.	
	Effect Size	.	
	Strongly disagree	6%	
	Somewhat disagree	9%	
	Neither agree nor disagree	16%	
	Somewhat agree	25%	
	Strongly agree	44%	
My department chair handles disputes/problems effectively	Total (n)	97	
	Mean	3.28	
	Std Deviation	1.24	
	Significance	.	
	Effect Size	.	
	Strongly disagree	9%	
	Somewhat disagree	18%	
	Neither agree nor disagree	30%	
	Somewhat agree	23%	
	Strongly agree	21%	

## 2014 Faculty Climate Survey Results: Medicine Basic Sciences

		CWRU	Peers
My department chair communicates consistently with faculty	Total (n)	100	
	Mean	3.53	
	Std Deviation	1.37	
	Significance	.	
	Effect Size	.	
	Strongly disagree	11%	
	Somewhat disagree	16%	
	Neither agree nor disagree	13%	
	Somewhat agree	29%	
	Strongly agree	31%	
My department chair gives me useful feedback about my performance	Total (n)	97	
	Mean	3.59	
	Std Deviation	1.36	
	Significance	.	
	Effect Size	.	
	Strongly disagree	10%	
	Somewhat disagree	14%	
	Neither agree nor disagree	16%	
	Somewhat agree	26%	
	Strongly agree	34%	
My department chair involves me in relevant decision-making processes	Total (n)	101	
	Mean	3.22	
	Std Deviation	1.52	
	Significance	.	
	Effect Size	.	
	Strongly disagree	20%	
	Somewhat disagree	17%	
	Neither agree nor disagree	15%	
	Somewhat agree	19%	
	Strongly agree	30%	
My department chair articulates clear criteria for allocation of resources	Total (n)	98	
	Mean	3.02	
	Std Deviation	1.45	
	Significance	.	
	Effect Size	.	
	Strongly disagree	20%	
	Somewhat disagree	21%	
	Neither agree nor disagree	14%	
	Somewhat agree	24%	
	Strongly agree	20%	
Do you consider yourself to be:	Total (n)	108	
	Heterosexual or straight	89%	
	Gay or lesbian	1%	
	Bisexual	1%	
	Prefer not to answer	9%	

## 2014 Faculty Climate Survey Results: Medicine Basic Sciences

		CWRU	Peers
Please indicate your agreement or disagreement with the following statements.-CWRU is a comfortable place for me as a faculty member.	Total (n)	116	
	Mean	4.17	
	Std Deviation	1.11	
	Significance	.	
	Effect Size	.	
	Strongly disagree	3%	
	Somewhat disagree	6%	
	Neither agree nor disagree	15%	
	Somewhat agree	22%	
	Strongly agree	54%	
I have felt discriminated against at CWRU because of my-Age	Total (n)	110	
	Mean	1.91	
	Std Deviation	1.33	
	Significance	.	
	Effect Size	.	
	Strongly disagree	63%	
	Somewhat disagree	8%	
	Neither agree nor disagree	10%	
	Somewhat agree	14%	
	Strongly agree	6%	
I have felt discriminated against at CWRU because of my-Racial, cultural, or ethnic background	Total (n)	103	
	Mean	1.51	
	Std Deviation	1.02	
	Significance	.	
	Effect Size	.	
	Strongly disagree	77%	
	Somewhat disagree	5%	
	Neither agree nor disagree	10%	
	Somewhat agree	8%	
	Strongly agree	1%	
I have felt discriminated against at CWRU because of my-Disability	Total (n)	67	
	Mean	1.31	
	Std Deviation	0.74	
	Significance	.	
	Effect Size	.	
	Strongly disagree	84%	
	Somewhat disagree	3%	
	Neither agree nor disagree	12%	
	Somewhat agree	2%	
	Strongly agree	0%	

## 2014 Faculty Climate Survey Results: Medicine Basic Sciences

		CWRU	Peers
I have felt discriminated against at CWRU because of my-Gender	Total (n)	105	
	Mean	1.68	
	Std Deviation	1.17	
	Significance	.	
	Effect Size	.	
	Strongly disagree	69%	
	Somewhat disagree	11%	
	Neither agree nor disagree	11%	
	Somewhat agree	4%	
	Strongly agree	6%	
I have felt discriminated against at CWRU because of my-Religious affiliation	Total (n)	97	
	Mean	1.38	
	Std Deviation	0.85	
	Significance	.	
	Effect Size	.	
	Strongly disagree	80%	
	Somewhat disagree	5%	
	Neither agree nor disagree	11%	
	Somewhat agree	2%	
	Strongly agree	1%	
I have felt discriminated against at CWRU because of my-Sexual orientation	Total (n)	90	
	Mean	1.28	
	Std Deviation	0.74	
	Significance	.	
	Effect Size	.	
	Strongly disagree	86%	
	Somewhat disagree	3%	
	Neither agree nor disagree	10%	
	Somewhat agree	0%	
	Strongly agree	1%	
I have felt discriminated against at CWRU because of my-Socioeconomic status	Total (n)	100	
	Mean	1.39	
	Std Deviation	0.83	
	Significance	.	
	Effect Size	.	
	Strongly disagree	80%	
	Somewhat disagree	4%	
	Neither agree nor disagree	13%	
	Somewhat agree	3%	
	Strongly agree	0%	

## 2014 Faculty Climate Survey Results: Medicine Basic Sciences

		CWRU	Peers
I know how to seek help if I am discriminated against.	Total (n)	111	
	Mean	3.61	
	Std Deviation	1.24	
	Significance	.	
	Effect Size	.	
	Strongly disagree	8%	
	Somewhat disagree	11%	
	Neither agree nor disagree	23%	
	Somewhat agree	29%	
	Strongly agree	30%	
The CWRU environment encourages people of diverse racial, cultural, or ethnic backgrounds to meet.	Total (n)	113	
	Mean	3.82	
	Std Deviation	1.05	
	Significance	.	
	Effect Size	.	
	Strongly disagree	3%	
	Somewhat disagree	8%	
	Neither agree nor disagree	26%	
	Somewhat agree	32%	
	Strongly agree	32%	
CWRU offers ample ethnic/cultural programs as special events.	Total (n)	111	
	Mean	3.66	
	Std Deviation	0.99	
	Significance	.	
	Effect Size	.	
	Strongly disagree	1%	
	Somewhat disagree	10%	
	Neither agree nor disagree	36%	
	Somewhat agree	29%	
	Strongly agree	24%	
No one at CWRU harasses me.	Total (n)	116	
	Mean	4.16	
	Std Deviation	1.28	
	Significance	.	
	Effect Size	.	
	Strongly disagree	6%	
	Somewhat disagree	10%	
	Neither agree nor disagree	8%	
	Somewhat agree	14%	
	Strongly agree	62%	

## 2014 Faculty Climate Survey Results: Medicine Basic Sciences

		CWRU	Peers
CWRU helps students understand the detrimental effects of discrimination.	Total (n)	97	
	Mean	3.65	
	Std Deviation	1.02	
	Significance	.	
	Effect Size	.	
	Strongly disagree	2%	
	Somewhat disagree	8%	
	Neither agree nor disagree	38%	
	Somewhat agree	26%	
	Strongly agree	26%	
Classes/programs in my discipline adequately discuss cultural diversity.	Total (n)	82	
	Mean	3.16	
	Std Deviation	1.16	
	Significance	.	
	Effect Size	.	
	Strongly disagree	11%	
	Somewhat disagree	12%	
	Neither agree nor disagree	42%	
	Somewhat agree	21%	
	Strongly agree	15%	
Classes/programs in my discipline adequately discuss women's and men's issues.	Total (n)	81	
	Mean	3.2	
	Std Deviation	1.20	
	Significance	.	
	Effect Size	.	
	Strongly disagree	10%	
	Somewhat disagree	15%	
	Neither agree nor disagree	40%	
	Somewhat agree	17%	
	Strongly agree	19%	
A diversity of students enriches the CWRU environment.	Total (n)	111	
	Mean	4.49	
	Std Deviation	0.89	
	Significance	.	
	Effect Size	.	
	Strongly disagree	1%	
	Somewhat disagree	4%	
	Neither agree nor disagree	11%	
	Somewhat agree	15%	
	Strongly agree	69%	

## 2014 Faculty Climate Survey Results: Medicine Basic Sciences

		CWRU	Peers
I see the value of having students from different racial, cultural, or ethnic backgrounds in classes.	Total (n)	113	
	Mean	4.61	
	Std Deviation	0.73	
	Significance	.	
	Effect Size	.	
	Strongly disagree	1%	
	Somewhat disagree	1%	
	Neither agree nor disagree	6%	
	Somewhat agree	20%	
	Strongly agree	72%	
I am satisfied with the ratio of women and men faculty members.	Total (n)	114	
	Mean	3.27	
	Std Deviation	1.35	
	Significance	.	
	Effect Size	.	
	Strongly disagree	11%	
	Somewhat disagree	20%	
	Neither agree nor disagree	25%	
	Somewhat agree	18%	
	Strongly agree	26%	
I am satisfied with the ratio of women and men staff members.	Total (n)	113	
	Mean	3.64	
	Std Deviation	1.07	
	Significance	.	
	Effect Size	.	
	Strongly disagree	3%	
	Somewhat disagree	10%	
	Neither agree nor disagree	36%	
	Somewhat agree	24%	
	Strongly agree	27%	
I have ample opportunities to meet people of different racial, cultural, or ethnic backgrounds.	Total (n)	113	
	Mean	3.95	
	Std Deviation	1.16	
	Significance	.	
	Effect Size	.	
	Strongly disagree	4%	
	Somewhat disagree	9%	
	Neither agree nor disagree	17%	
	Somewhat agree	27%	
	Strongly agree	43%	
While a faculty member at (INSERT INSTITUTION), have you served as a mentor for another faculty member?	Total (n)	117	
	Yes, through a formal program only	5%	
	Yes, informally only	38%	
	Yes, both through a formal program	35%	
	No	22%	



## 2014 Faculty Climate Survey Results: Medicine Basic Sciences

		CWRU	Peers
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)	117	
	Yes, by assignment	5%	
	Yes, by my choice	24%	
	Yes, both by assignment and my choice	12%	
	No	59%	
While at (INSERT INSTITUTION), do you feel as though you have received adequate mentoring?	Total (n)	107	339
	Mean	1.33	1.45
	Std Deviation	0.47	0.50
	Significance	0.02	
	Effect Size	-0.25	
	Yes	67%	55%
	No	33%	45%
In your experience, to what extent are the following items valued in the tenure process: Research/ scholarly work (valued)	Total (n)	116	383
	Mean	2.81	2.92
	Std Deviation	0.44	0.28
	Significance	0.02	
	Effect Size	-0.30	
	Valued slightly or not at all	2%	1%
	Somewhat valued	16%	7%
	Highly valued	83%	92%
In your experience, to what extent are the following items valued in the tenure process: Teaching contributions (valued)	Total (n)	115	374
	Mean	1.86	1.71
	Std Deviation	0.58	0.62
	Significance	0.04	
	Effect Size	0.25	
	Valued slightly or not at all	24%	37%
	Somewhat valued	65%	54%
	Highly valued	10%	9%
In your experience, to what extent are the following items valued in the tenure process: Service (i.e., committee work, etc.) (valued)	Total (n)	116	366
	Mean	1.7	1.58
	Std Deviation	0.58	0.59
	Significance	0.22	
	Effect Size	0.21	
	Valued slightly or not at all	36%	44%
	Somewhat valued	58%	50%
	Highly valued	6%	6%
In your experience, to what extent are the following items valued in the tenure process: Clinical work (valued)	Total (n)	29	
	Mean	1.79	
	Std Deviation	0.68	
	Significance	.	
	Effect Size	.	
	Valued slightly or not at all	35%	
	Somewhat valued	52%	
	Highly valued	14%	

## 2014 Faculty Climate Survey Results: Medicine Basic Sciences

		CWRU	Peers
In your experience, to what extent are the following items valued in the tenure process: Professional reputation	Total (n)	114	
	Mean	2.53	
	Std Deviation	0.58	
	Significance	.	
	Effect Size	.	
	Valued slightly or not at all	4%	
	Somewhat valued	39%	
	Highly valued	57%	
In your experience, to what extent are the following items valued in the tenure process: Collegiality	Total (n)	109	
	Mean	1.64	
	Std Deviation	0.67	
	Significance	.	
	Effect Size	.	
	Valued slightly or not at all	47%	
	Somewhat valued	42%	
	Highly valued	11%	
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)	107	
	Mean	1.99	
	Std Deviation	0.71	
	Significance	.	
	Effect Size	.	
	Valued slightly or not at all	25%	
	Somewhat valued	51%	
	Highly valued	24%	
In your experience, to what extent are the following items valued in the tenure process: Assessment by peers outside of CWRU	Total (n)	109	
	Mean	2.5	
	Std Deviation	0.63	
	Significance	.	
	Effect Size	.	
	Valued slightly or not at all	7%	
	Somewhat valued	35%	
	Highly valued	58%	
In your experience, to what extent are the following items valued in the tenure process: Obtaining grants/funding	Total (n)	117	
	Mean	2.97	
	Std Deviation	0.16	
	Significance	.	
	Effect Size	.	
	Valued slightly or not at all	0%	
	Somewhat valued	3%	
	Highly valued	97%	

## 2014 Faculty Climate Survey Results: Medicine Basic Sciences

		CWRU	Peers
How appropriately are these items valued in the tenure process: Research/ scholarly work	Total (n)	116	373
	Mean	2.97	3.14
	Std Deviation	0.77	0.60
	Significance	0.03	
	Effect Size	-0.25	
	Very undervalued	3%	1%
	Somewhat undervalued	18%	5%
	Valued appropriately	64%	77%
	Somewhat overvalued	10%	12%
	Very overvalued	5%	4%
How appropriately are these items valued in the tenure process: Teaching contributions	Total (n)	117	361
	Mean	2.21	2.27
	Std Deviation	0.86	0.84
	Significance	0.38	
	Effect Size	-0.07	
	Very undervalued	23%	18%
	Somewhat undervalued	39%	42%
	Valued appropriately	33%	36%
	Somewhat overvalued	5%	4%
	Very overvalued	0%	1%
How appropriately are these items valued in the tenure process: Service (i.e., committee work, etc.)	Total (n)	117	356
	Mean	2.21	2.46
	Std Deviation	0.83	0.85
	Significance	0.00	
	Effect Size	-0.30	
	Very undervalued	21%	11%
	Somewhat undervalued	40%	37%
	Valued appropriately	34%	45%
	Somewhat overvalued	4%	4%
	Very overvalued	0%	3%
How appropriately are these items valued in the tenure process: Clinical work	Total (n)	28	
	Mean	2.54	
	Std Deviation	0.64	
	Significance	.	
	Effect Size	.	
	Very undervalued	7%	
	Somewhat undervalued	32%	
	Valued appropriately	61%	
	Somewhat overvalued	0%	
	Very overvalued	0%	

## 2014 Faculty Climate Survey Results: Medicine Basic Sciences

		CWRU	Peers
How appropriately are these items valued in the tenure process: Professional reputation	Total (n)	110	
	Mean	2.9	
	Std Deviation	0.65	
	Significance	.	
	Effect Size	.	
	Very undervalued	4%	
	Somewhat undervalued	15%	
	Valued appropriately	71%	
	Somewhat overvalued	10%	
	Very overvalued	1%	
How appropriately are these items valued in the tenure process: Collegiality	Total (n)	102	
	Mean	2.45	
	Std Deviation	0.79	
	Significance	.	
	Effect Size	.	
	Very undervalued	13%	
	Somewhat undervalued	35%	
	Valued appropriately	46%	
	Somewhat overvalued	6%	
	Very overvalued	0%	
How appropriately are these items valued in the tenure process: Fit with the department's/school's mission	Total (n)	100	
	Mean	2.84	
	Std Deviation	0.80	
	Significance	.	
	Effect Size	.	
	Very undervalued	6%	
	Somewhat undervalued	20%	
	Valued appropriately	61%	
	Somewhat overvalued	10%	
	Very overvalued	3%	
How appropriately are these items valued in the tenure process: Assessment by peers outside CWRU	Total (n)	109	
	Mean	3.01	
	Std Deviation	0.60	
	Significance	.	
	Effect Size	.	
	Very undervalued	3%	
	Somewhat undervalued	7%	
	Valued appropriately	78%	
	Somewhat overvalued	10%	
	Very overvalued	2%	

## 2014 Faculty Climate Survey Results: Medicine Basic Sciences

		CWRU	Peers
How appropriately are these items valued in the tenure process: Obtaining grants/funding	Total (n)	117	
	Mean	3.94	
	Std Deviation	0.85	
	Significance	.	
	Effect Size	.	
	Very undervalued	1%	
	Somewhat undervalued	1%	
	Valued appropriately	32%	
	Somewhat overvalued	37%	
	Very overvalued	30%	
Do you agree that the criteria for tenure are clearly communicated?	Total (n)	117	375
	Mean	3.59	3.43
	Std Deviation	1.27	1.35
	Significance	0.32	
	Effect Size	0.12	
	Strongly disagree	5%	10%
	Somewhat disagree	25%	22%
	Neither agree nor disagree	4%	8%
	Somewhat agree	38%	34%
	Strongly agree	28%	26%
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)	116	387
	Mean	1.83	1.81
	Std Deviation	0.38	0.40
	Significance	0.61	
	Effect Size	0.05	
	Yes	17%	19%
	No	83%	81%
In the next three years, how likely are you to leave (INSERT INSTITUTION)?	Total (n)	115	453
	Mean	2.77	2.49
	Std Deviation	1.25	1.32
	Significance	0.06	
	Effect Size	0.22	
	Very unlikely	22%	32%
	Somewhat unlikely	18%	21%
	Neither likely nor unlikely	30%	19%
	Somewhat likely	23%	20%
	Very likely	8%	8%
To what extent, if at all, have you considered the following reasons to leave: To increase your salary	Total (n)	111	600
	Mean	1.9	1.7
	Std Deviation	0.74	0.71
	Significance	0.00	
	Effect Size	0.28	
	Not at all	32%	46%
	To some extent	45%	40%
To a great extent	23%	14%	

## 2014 Faculty Climate Survey Results: Medicine Basic Sciences

		CWRU	Peers
To what extent, if at all, have you considered the following reasons to leave: To improve your prospects for tenure	Total (n)	76	439
	Mean	1.38	1.32
	Std Deviation	0.67	0.59
	Significance	0.35	
	Effect Size	0.09	
	Not at all	72%	75%
	To some extent	17%	19%
	To a great extent	11%	6%
To what extent, if at all, have you considered the following reasons to leave: To enhance your career in other ways	Total (n)	108	409
	Mean	2.31	2.08
	Std Deviation	0.74	0.75
	Significance	0.00	
	Effect Size	0.31	
	Not at all	17%	27%
	To some extent	36%	42%
	To a great extent	47%	31%
To what extent, if at all, have you considered the following reasons to leave: To find a more supportive work environment	Total (n)	114	593
	Mean	2.12	1.83
	Std Deviation	0.77	0.82
	Significance	0.00	
	Effect Size	0.36	
	Not at all	24%	45%
	To some extent	40%	28%
	To a great extent	36%	27%
To what extent, if at all, have you considered the following reasons to leave: To increase your time to do research	Total (n)	113	586
	Mean	1.62	1.55
	Std Deviation	0.77	0.71
	Significance	0.58	
	Effect Size	0.09	
	Not at all	56%	56%
	To some extent	27%	30%
	To a great extent	18%	14%
To what extent, if at all, have you considered the following reasons to leave: To pursue a nonacademic job	Total (n)	102	562
	Mean	1.19	1.21
	Std Deviation	0.46	0.48
	Significance	0.70	
	Effect Size	-0.04	
	Not at all	84%	83%
	To some extent	13%	14%
	To a great extent	3%	3%

## 2014 Faculty Climate Survey Results: Medicine Basic Sciences

		CWRU	Peers
To what extent, if at all, have you considered the following reasons to leave: To reduce stress	Total (n)	107	587
	Mean	1.7	1.59
	Std Deviation	0.77	0.71
	Significance	0.23	
	Effect Size	0.15	
	Not at all	49%	53%
	To some extent	33%	32%
	To a great extent	19%	14%
To what extent, if at all, have you considered the following reasons to leave: To address child-related issues	Total (n)	88	525
	Mean	1.136	1.15
	Std Deviation	0.41	0.41
	Significance	0.79	
	Effect Size	-0.03	
	Not at all	89%	87%
	To some extent	9%	11%
	To a great extent	2%	2%
To what extent, if at all, have you considered the following reasons to leave: To address other family-related issues	Total (n)	94	
	Mean	1.24	
	Std Deviation	0.52	
	Significance	.	
	Effect Size	.	
	Not at all	80%	
	To some extent	16%	
	To a great extent	4%	
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)	99	552
	Mean	1.36	1.39
	Std Deviation	0.58	0.64
	Significance	0.86	
	Effect Size	-0.05	
	Not at all	69%	71%
	To some extent	26%	21%
	To a great extent	5%	8%
To what extent, if at all, have you considered the following reasons to leave: To lower your cost of living	Total (n)	106	393
	Mean	1.11	1.18
	Std Deviation	0.37	0.48
	Significance	0.04	
	Effect Size	-0.16	
	Not at all	91%	84%
	To some extent	8%	12%
	To a great extent	2%	5%

## 2014 Faculty Climate Survey Results: Medicine Basic Sciences

		CWRU	Peers
To what extent, if at all, have you considered the following reasons to leave: Retirement	Total (n)	104	535
	Mean	1.31	1.3
	Std Deviation	0.61	0.61
	Significance	0.90	
	Effect Size	0.02	
	Not at all	77%	78%
	To some extent	15%	14%
	To a great extent	8%	8%
To what extent, if at all, have you considered the following reasons to leave: Other	Total (n)	14	142
	Mean	1.93	1.92
	Std Deviation	1.00	0.91
	Significance	0.86	
	Effect Size	0.01	
	Not at all	50%	48%
	To some extent	7%	16%
	To a great extent	43%	36%
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)	115	
	Mean	3.62	
	Std Deviation	1.11	
	Significance	.	
	Effect Size	.	
	Very dissatisfied	3%	
	Somewhat dissatisfied	18%	
	Neither satisfied nor dissatisfied	17%	
	Somewhat satisfied	38%	
Very satisfied	24%		
If you were to begin your career again, would you still want to be a faculty member?	Total (n)	117	
	Mean	4.46	
	Std Deviation	0.88	
	Significance	.	
	Effect Size	.	
	Definitely no	1%	
	Probably no	5%	
	Not sure	5%	
	Probably yes	25%	
Definitely yes	64%		