

2014 Faculty Climate Survey Results: Clinical Medicine

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.

| | | CWRU | Peers |
|--------------------------------------------------------------------------------|------------------------------------|-------|-------|
| What is your current rank? | Total (n) | 1808 | 3845 |
| | Mean | 2.39 | 2.28 |
| | Std Deviation | 0.91 | 1.21 |
| | Significance | 0.00 | |
| | Effect Size | 0.10 | |
| | Professor | 23% | 31% |
| | Associate Professor | 21% | 24% |
| | Assistant Professor | 49% | 38% |
| | Instructor | 6% | 6% |
| | Lecturer | 0% | 0% |
| | Other | 0% | 1% |
| Age | Total (n) | 1801 | 2502 |
| | Mean | 49.88 | 47.91 |
| | Std Deviation | 10.35 | 10.16 |
| | Significance | 0.00 | |
| | Effect Size | 0.19 | |
| Gender | Total (n) | 1808 | 3839 |
| | Mean | 1.35 | 1.34 |
| | Std Deviation | 0.48 | 0.47 |
| | Significance | 0.79 | |
| | Effect Size | 0.02 | |
| | Male | 65% | 66% |
| | Female | 35% | 34% |
| | Transgender or other | 0% | 0% |
| Overall, how satisfied are you being a faculty member at (INSERT INSTITUTION)? | Total (n) | 381 | 3758 |
| | Mean | 3.63 | 3.92 |
| | Std Deviation | 1.09 | 1.08 |
| | Significance | 0.00 | |
| | Effect Size | -0.27 | |
| | Very dissatisfied | 5% | 4% |
| | Somewhat dissatisfied | 13% | 10% |
| | Neither satisfied nor dissatisfied | 21% | 9% |
| | Somewhat satisfied | 40% | 44% |
| | Very satisfied | 22% | 33% |

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| How satisfied are you with the resources (INSERT INSTITUTION) provides to support your research and scholarship? | Total (n) | 380 | |
| | Mean | 3.15 | |
| | Std Deviation | 1.07 | |
| | Significance | . | |
| | Effect Size | . | |
| | Very dissatisfied | 8% | |
| | Somewhat dissatisfied | 19% | |
| | Neither satisfied nor dissatisfied | 33% | |
| | Somewhat satisfied | 32% | |
| | Very satisfied | 9% | |
| How satisfied are you with the resources (INSERT INSTITUTION) provides to support your teaching? | Total (n) | 378 | |
| | Mean | 3.1 | |
| | Std Deviation | 1.09 | |
| | Significance | . | |
| | Effect Size | . | |
| | Very dissatisfied | 9% | |
| | Somewhat dissatisfied | 18% | |
| | Neither satisfied nor dissatisfied | 35% | |
| | Somewhat satisfied | 28% | |
| | Very satisfied | 9% | |
| Please indicate the degree to which you are satisfied with each of the following: Salary | Total (n) | 242 | 3595 |
| | Mean | 3.49 | 3.38 |
| | Std Deviation | 1.32 | 1.25 |
| | Significance | 0.20 | |
| | Effect Size | 0.09 | |
| | Very dissatisfied | 10% | 8% |
| | Somewhat dissatisfied | 17% | 22% |
| | Neither satisfied nor dissatisfied | 15% | 12% |
| | Somewhat satisfied | 30% | 38% |
| | Very satisfied | 28% | 19% |
| Please indicate the degree to which you are satisfied with each of the following: Start-up funds | Total (n) | 171 | 2019 |
| | Mean | 2.76 | 2.92 |
| | Std Deviation | 1.32 | 1.34 |
| | Significance | 0.13 | |
| | Effect Size | -0.12 | |
| | Very dissatisfied | 19% | 19% |
| | Somewhat dissatisfied | 29% | 22% |
| | Neither satisfied nor dissatisfied | 22% | 21% |
| | Somewhat satisfied | 16% | 23% |
| | Very satisfied | 14% | 15% |

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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) | 228 | |
| | Mean | 3.64 | |
| | Std Deviation | 1.20 | |
| | Significance | . | |
| | Effect Size | . | |
| | Very dissatisfied | 6% | |
| | Somewhat dissatisfied | 14% | |
| | Neither satisfied nor dissatisfied | 17% | |
| | Somewhat satisfied | 36% | |
| | Very satisfied | 27% | |
| Please indicate the degree to which you are satisfied with each of the following: Availability of nearby parking | Total (n) | 268 | |
| | Mean | 3.71 | |
| | Std Deviation | 1.29 | |
| | Significance | . | |
| | Effect Size | . | |
| | Very dissatisfied | 7% | |
| | Somewhat dissatisfied | 16% | |
| | Neither satisfied nor dissatisfied | 14% | |
| | Somewhat satisfied | 27% | |
| | Very satisfied | 37% | |
| Please indicate the degree to which you are satisfied with each of the following: Office space | Total (n) | 243 | 3403 |
| | Mean | 3.9 | 3.89 |
| | Std Deviation | 1.25 | 1.22 |
| | Significance | 0.90 | |
| | Effect Size | 0.01 | |
| | Very dissatisfied | 7% | 6% |
| | Somewhat dissatisfied | 9% | 12% |
| | Neither satisfied nor dissatisfied | 15% | 11% |
| | Somewhat satisfied | 26% | 31% |
| | Very satisfied | 44% | 40% |
| Please indicate the degree to which you are satisfied with each of the following: Lab or research space | Total (n) | 156 | 2282 |
| | Mean | 3.63 | 3.58 |
| | Std Deviation | 1.22 | 1.25 |
| | Significance | 0.64 | |
| | Effect Size | 0.04 | |
| | Very dissatisfied | 7% | 8% |
| | Somewhat dissatisfied | 10% | 16% |
| | Neither satisfied nor dissatisfied | 26% | 16% |
| | Somewhat satisfied | 26% | 33% |
| | Very satisfied | 31% | 28% |

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| Please indicate the degree to which you are satisfied with each of the following: Classroom space | Total (n) | 185 | 1315 |
| | Mean | 3.69 | 3.89 |
| | Std Deviation | 1.08 | 1.05 |
| | Significance | 0.02 | |
| | Effect Size | -0.19 | |
| | Very dissatisfied | 3% | 3% |
| | Somewhat dissatisfied | 12% | 9% |
| | Neither satisfied nor dissatisfied | 27% | 20% |
| | Somewhat satisfied | 31% | 35% |
| | Very satisfied | 28% | 34% |
| Please indicate the degree to which you are satisfied with each of the following: Library resources | Total (n) | 302 | 3362 |
| | Mean | 4.34 | 4.36 |
| | Std Deviation | 0.92 | 0.85 |
| | Significance | 0.68 | |
| | Effect Size | -0.02 | |
| | Very dissatisfied | 1% | 1% |
| | Somewhat dissatisfied | 4% | 3% |
| | Neither satisfied nor dissatisfied | 11% | 9% |
| | Somewhat satisfied | 27% | 32% |
| | Very satisfied | 57% | 55% |
| Please indicate the degree to which you are satisfied with each of the following: Computing resources | Total (n) | 284 | 3419 |
| | Mean | 3.96 | 3.82 |
| | Std Deviation | 1.17 | 1.15 |
| | Significance | 0.05 | |
| | Effect Size | 0.12 | |
| | Very dissatisfied | 5% | 4% |
| | Somewhat dissatisfied | 9% | 13% |
| | Neither satisfied nor dissatisfied | 11% | 13% |
| | Somewhat satisfied | 34% | 38% |
| | Very satisfied | 41% | 33% |
| Please indicate the degree to which you are satisfied with each of the following: Clerical and administrative staff | Total (n) | 259 | 3394 |
| | Mean | 3.4 | 3.45 |
| | Std Deviation | 1.28 | 1.30 |
| | Significance | 0.54 | |
| | Effect Size | -0.04 | |
| | Very dissatisfied | 9% | 10% |
| | Somewhat dissatisfied | 20% | 19% |
| | Neither satisfied nor dissatisfied | 19% | 14% |
| | Somewhat satisfied | 29% | 33% |
| | Very satisfied | 24% | 25% |

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| Please indicate the degree to which you are satisfied with each of the following: Technical and research staff | Total (n) | 219 | 2628 |
| | Mean | 3.71 | 3.82 |
| | Std Deviation | 1.12 | 1.08 |
| | Significance | 0.16 | |
| | Effect Size | -0.10 | |
| | Very dissatisfied | 2% | 3% |
| | Somewhat dissatisfied | 15% | 11% |
| | Neither satisfied nor dissatisfied | 22% | 17% |
| | Somewhat satisfied | 32% | 39% |
| | Very satisfied | 30% | 30% |
| Please indicate the degree to which you are satisfied with each of the following: Support for securing grants | Total (n) | 231 | 2931 |
| | Mean | 3.02 | 3.22 |
| | Std Deviation | 1.22 | 1.20 |
| | Significance | 0.01 | |
| | Effect Size | -0.17 | |
| | Very dissatisfied | 12% | 9% |
| | Somewhat dissatisfied | 24% | 22% |
| | Neither satisfied nor dissatisfied | 27% | 24% |
| | Somewhat satisfied | 25% | 30% |
| | Very satisfied | 13% | 16% |
| Please indicate the degree to which you are satisfied with each of the following: Other resources to support research | Total (n) | 232 | 1176 |
| | Mean | 3.06 | 3.05 |
| | Std Deviation | 1.21 | 1.19 |
| | Significance | 0.92 | |
| | Effect Size | 0.01 | |
| | Very dissatisfied | 11% | 11% |
| | Somewhat dissatisfied | 23% | 23% |
| | Neither satisfied nor dissatisfied | 26% | 27% |
| | Somewhat satisfied | 27% | 27% |
| | Very satisfied | 13% | 12% |
| Please indicate the degree to which you are satisfied with each of the following: Teaching responsibilities | Total (n) | 298 | 2258 |
| | Mean | 3.77 | 4.11 |
| | Std Deviation | 1.00 | 0.90 |
| | Significance | 0.00 | |
| | Effect Size | -0.36 | |
| | Very dissatisfied | 2% | 1% |
| | Somewhat dissatisfied | 8% | 5% |
| | Neither satisfied nor dissatisfied | 25% | 16% |
| | Somewhat satisfied | 39% | 40% |
| | Very satisfied | 26% | 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) | 92 | 397 |
| | Mean | 3.09 | 3.27 |
| | Std Deviation | 1.12 | 1.14 |
| | Significance | 0.17 | |
| | Effect Size | -0.16 | |
| | Very dissatisfied | 10% | 7% |
| | Somewhat dissatisfied | 15% | 14% |
| | Neither satisfied nor dissatisfied | 45% | 41% |
| | Somewhat satisfied | 17% | 18% |
| | Very satisfied | 13% | 19% |
| Please indicate the degree to which you are satisfied with each of the following: Advising responsibilities | Total (n) | 217 | 1992 |
| | Mean | 3.83 | 4.03 |
| | Std Deviation | 0.99 | 0.90 |
| | Significance | 0.01 | |
| | Effect Size | -0.21 | |
| | Very dissatisfied | 2% | 1% |
| | Somewhat dissatisfied | 7% | 5% |
| | Neither satisfied nor dissatisfied | 25% | 20% |
| | Somewhat satisfied | 37% | 39% |
| | Very satisfied | 29% | 35% |
| Please indicate the degree to which you are satisfied with each of the following: Quality of graduate/professional students | Total (n) | 211 | |
| | Mean | 4.06 | |
| | Std Deviation | 0.99 | |
| | Significance | . | |
| | Effect Size | . | |
| | Very dissatisfied | 1% | |
| | Somewhat dissatisfied | 8% | |
| | Neither satisfied nor dissatisfied | 16% | |
| | Somewhat satisfied | 35% | |
| | Very satisfied | 41% | 48% |
| Please indicate the degree to which you are satisfied with each of the following: Time available for scholarly work | Total (n) | 283 | 2418 |
| | Mean | 3.02 | 3.27 |
| | Std Deviation | 1.31 | 1.28 |
| | Significance | 0.00 | |
| | Effect Size | -0.19 | |
| | Very dissatisfied | 15% | 10% |
| | Somewhat dissatisfied | 25% | 24% |
| | Neither satisfied nor dissatisfied | 21% | 16% |
| | Somewhat satisfied | 24% | 32% |
| | Very satisfied | 16% | 19% |

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| Please indicate the degree to which you are satisfied with each of the following: Committee and administrative responsibilities | Total (n) | 285 | 2269 |
| | Mean | 3.65 | 3.65 |
| | Std Deviation | 0.98 | 1.00 |
| | Significance | 0.92 | |
| | Effect Size | 0.00 | |
| | Very dissatisfied | 3% | 2% |
| | Somewhat dissatisfied | 7% | 11% |
| | Neither satisfied nor dissatisfied | 34% | 28% |
| | Somewhat satisfied | 35% | 38% |
| | Very satisfied | 21% | 21% |
| Please indicate the degree to which you are satisfied with each of the following: Clinical responsibilities | Total (n) | 260 | |
| | Mean | 3.83 | |
| | Std Deviation | 1.13 | |
| | Significance | . | |
| | Effect Size | . | |
| | Very dissatisfied | 5% | |
| | Somewhat dissatisfied | 9% | |
| | Neither satisfied nor dissatisfied | 19% | |
| | Somewhat satisfied | 34% | |
| | Very satisfied | 34% | 0% |
| Overall, how would you rate the reasonableness of your workload? | Total (n) | 340 | 3543 |
| | Mean | 3.59 | 3.61 |
| | Std Deviation | 0.67 | 0.70 |
| | Significance | 0.55 | |
| | Effect Size | -0.03 | |
| | Much too light | 0% | 0% |
| | Too light | 0% | 1% |
| | About right | 51% | 48% |
| | Too heavy | 39% | 40% |
| | Much too heavy | 10% | 11% |

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| During an academic year, how many hours is your typical work week? | Total (n) | 310 | 3206 |
| | Mean | 57.78 | 60.22 |
| | Std Deviation | 13.65 | 12.30 |
| | Significance | 0.00 | |
| | Effect Size | -0.19 | |
| 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) | 310 | 2280 |
| | Mean | 2.15 | 2.12 |
| | Std Deviation | 0.63 | 0.66 |
| | Significance | 0.53 | |
| | Effect Size | 0.05 | |
| | Not at all | 14% | 17% |
| | Somewhat | 58% | 54% |
| | Extensive | 28% | 29% |
| 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) | 312 | 2150 |
| | Mean | 1.61 | 1.47 |
| | Std Deviation | 0.60 | 0.56 |
| | Significance | 0.00 | |
| | Effect Size | 0.24 | |
| | Not at all | 45% | 57% |
| | Somewhat | 49% | 40% |
| | Extensive | 6% | 3% |
| 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) | 281 | 2087 |
| | Mean | 1.48 | 1.31 |
| | Std Deviation | 0.59 | 0.51 |
| | Significance | 0.00 | |
| | Effect Size | 0.31 | |
| | Not at all | 56% | 71% |
| | Somewhat | 39% | 28% |
| | Extensive | 5% | 2% |
| 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) | 275 | |
| | Mean | 2.2 | |
| | Std Deviation | 0.72 | |
| | Significance | 0.03 | |
| | Effect Size | 4.30 | |
| | Not at all | 18% | |
| | Somewhat | 44% | |
| | Extensive | 38% | |
| 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) | 244 | 2005 |
| | Mean | 2.32 | 2.21 |
| | Std Deviation | 0.76 | 0.77 |
| | Significance | 0.04 | |
| | Effect Size | 0.14 | |
| | Not at all | 18% | 21% |
| | Somewhat | 32% | 37% |
| | Extensive | 50% | 42% |

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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: Committee and/or administrative responsibilities | Total (n) | 301 | 2124 |
| | Mean | 1.69 | 1.65 |
| | Std Deviation | 0.65 | 0.67 |
| | Significance | 0.31 | |
| | Effect Size | 0.06 | |
| | Not at all | 41% | 46% |
| | Somewhat | 49% | 44% |
| | Extensive | 10% | 11% |
| 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) | 220 | 1860 |
| | Mean | 2 | 1.9 |
| | Std Deviation | 0.74 | 0.71 |
| | Significance | 0.06 | |
| | Effect Size | 0.14 | |
| | Not at all | 27% | 31% |
| | Somewhat | 46% | 48% |
| | Extensive | 27% | 21% |
| Please indicate the extent to which each of the following has been a source of stress for you over the past twelve months: Timing of departmental meetings and functions | Total (n) | 308 | 2233 |
| | Mean | 1.69 | 1.52 |
| | Std Deviation | 0.65 | 0.61 |
| | Significance | 0.00 | |
| | Effect Size | 0.27 | |
| | Not at all | 42% | 54% |
| | Somewhat | 48% | 40% |
| | Extensive | 10% | 6% |
| 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) | 281 | 2030 |
| | Mean | 1.9 | 1.68 |
| | Std Deviation | 0.74 | 0.72 |
| | Significance | 0.00 | |
| | Effect Size | 0.30 | |
| | Not at all | 33% | 47% |
| | Somewhat | 44% | 39% |
| | Extensive | 23% | 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) | 297 | 2172 |
| | Mean | 1.94 | 1.78 |
| | Std Deviation | 0.83 | 0.76 |
| | Significance | 0.00 | |
| | Effect Size | 0.20 | |
| | Not at all | 38% | 42% |
| | Somewhat | 30% | 37% |
| | Extensive | 32% | 20% |

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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: Managing household responsibilities | Total (n) | 319 | 2556 |
| | Mean | 1.85 | 1.9 |
| | Std Deviation | 0.72 | 0.67 |
| | Significance | 0.31 | |
| | Effect Size | -0.07 | |
| | Not at all | 34% | 28% |
| | Somewhat | 46% | 54% |
| | Extensive | 19% | 18% |
| 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) | 243 | 2132 |
| | Mean | 1.64 | 1.63 |
| | Std Deviation | 0.73 | 0.71 |
| | Significance | 0.82 | |
| | Effect Size | 0.01 | |
| | Not at all | 51% | 51% |
| | Somewhat | 33% | 35% |
| | Extensive | 15% | 14% |
| 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) | 229 | 1680 |
| | Mean | 1.54 | 1.42 |
| | Std Deviation | 0.70 | 0.66 |
| | Significance | 0.02 | |
| | Effect Size | 0.18 | |
| | Not at all | 58% | 68% |
| | Somewhat | 30% | 23% |
| | Extensive | 12% | 10% |
| 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) | 322 | 2506 |
| | Mean | 1.5 | 1.3 |
| | Std Deviation | 0.60 | 0.52 |
| | Significance | 0.00 | |
| | Effect Size | 0.35 | |
| | Not at all | 55% | 73% |
| | Somewhat | 39% | 24% |
| | Extensive | 6% | 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) | 320 | 2539 |
| | Mean | 1.57 | 1.63 |
| | Std Deviation | 0.64 | 0.68 |
| | Significance | 0.12 | |
| | Effect Size | -0.09 | |
| | Not at all | 51% | 49% |
| | Somewhat | 41% | 40% |
| | Extensive | 8% | 12% |

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| My colleagues value my research/ scholarship. | Total (n) | 300 | 2576 |
| | Mean | 3.71 | 3.85 |
| | Std Deviation | 1.17 | 1.06 |
| | Significance | 0.04 | |
| | Effect Size | -0.13 | |
| | Strongly disagree | 6% | 3% |
| | Somewhat disagree | 12% | 10% |
| | Neither agree nor disagree | 17% | 16% |
| | Somewhat agree | 36% | 40% |
| | Strongly agree | 29% | 31% |
| I am satisfied with opportunities to collaborate with faculty in my primary department/ unit. | Total (n) | 316 | 2218 |
| | Mean | 3.62 | 3.84 |
| | Std Deviation | 1.25 | 1.18 |
| | Significance | 0.00 | |
| | Effect Size | -0.18 | |
| | Strongly disagree | 7% | 5% |
| | Somewhat disagree | 16% | 11% |
| | Neither agree nor disagree | 16% | 13% |
| | Somewhat agree | 32% | 35% |
| | Strongly agree | 30% | 36% |
| I am satisfied with opportunities to collaborate with faculty in other units at my Institution. | Total (n) | 306 | 2887 |
| | Mean | 3.4 | 3.86 |
| | Std Deviation | 1.18 | 1.08 |
| | Significance | 0.00 | |
| | Effect Size | -0.41 | |
| | Strongly disagree | 6% | 3% |
| | Somewhat disagree | 18% | 10% |
| | Neither agree nor disagree | 25% | 16% |
| | Somewhat agree | 31% | 39% |
| | Strongly agree | 20% | 32% |
| Interdisciplinary research is recognized and rewarded by my department/ unit. | Total (n) | 303 | 2852 |
| | Mean | 3.27 | 3.68 |
| | Std Deviation | 1.31 | 1.15 |
| | Significance | 0.00 | |
| | Effect Size | -0.33 | |
| | Strongly disagree | 12% | 6% |
| | Somewhat disagree | 19% | 10% |
| | Neither agree nor disagree | 23% | 21% |
| | Somewhat agree | 25% | 35% |
| | Strongly agree | 22% | 27% |

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| I have a voice in the decision-making that affects the direction of my department/ unit. | Total (n) | 316 | 3341 |
| | Mean | 3.05 | 3.18 |
| | Std Deviation | 1.47 | 1.35 |
| | Significance | 0.13 | |
| | Effect Size | -0.09 | |
| | Strongly disagree | 22% | 15% |
| | Somewhat disagree | 19% | 18% |
| | Neither agree nor disagree | 14% | 18% |
| | Somewhat agree | 25% | 29% |
| | Strongly agree | 21% | 19% |
| My chair/ director/ dean creates a collegial and supportive environment. | Total (n) | 316 | 3306 |
| | Mean | 3.58 | 3.85 |
| | Std Deviation | 1.37 | 1.23 |
| | Significance | 0.00 | |
| | Effect Size | -0.21 | |
| | Strongly disagree | 11% | 7% |
| | Somewhat disagree | 13% | 10% |
| | Neither agree nor disagree | 16% | 15% |
| | Somewhat agree | 25% | 29% |
| | Strongly agree | 34% | 39% |
| My chair/ director/ dean helps me obtain the resources I need. | Total (n) | 313 | 3175 |
| | Mean | 3.28 | 3.34 |
| | Std Deviation | 1.40 | 1.27 |
| | Significance | 0.47 | |
| | Effect Size | -0.04 | |
| | Strongly disagree | 15% | 10% |
| | Somewhat disagree | 17% | 16% |
| | Neither agree nor disagree | 18% | 25% |
| | Somewhat agree | 26% | 26% |
| | Strongly agree | 25% | 22% |
| I can navigate the unwritten rules concerning how one is to conduct oneself as a faculty member. | Total (n) | 312 | 3313 |
| | Mean | 3.8 | 3.91 |
| | Std Deviation | 1.08 | 1.01 |
| | Significance | 0.11 | |
| | Effect Size | -0.11 | |
| | Strongly disagree | 4% | 3% |
| | Somewhat disagree | 9% | 8% |
| | Neither agree nor disagree | 21% | 16% |
| | Somewhat agree | 37% | 43% |
| | Strongly agree | 30% | 30% |

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| My department/ unit is a good fit for me. | Total (n) | 322 | 2334 |
| | Mean | 3.97 | 4.04 |
| | Std Deviation | 1.16 | 1.10 |
| | Significance | 0.29 | |
| | Effect Size | -0.06 | |
| | Strongly disagree | 5% | 4% |
| | Somewhat disagree | 8% | 7% |
| | Neither agree nor disagree | 15% | 13% |
| | Somewhat agree | 29% | 33% |
| | Strongly agree | 43% | 43% |
| My department/ unit is a place where individual faculty may comfortably raise personal and/ or family responsibilities when scheduling departmental/ unit responsibilities. | Total (n) | 317 | 3285 |
| | Mean | 3.73 | 3.75 |
| | Std Deviation | 1.15 | 1.15 |
| | Significance | 0.83 | |
| | Effect Size | -0.02 | |
| | Strongly disagree | 5% | 5% |
| | Somewhat disagree | 12% | 11% |
| | Neither agree nor disagree | 20% | 18% |
| | Somewhat agree | 34% | 36% |
| | Strongly agree | 30% | 30% |
| I feel excluded from an informal network in my department/ unit. | Total (n) | 310 | 3298 |
| | Mean | 2.51 | 2.48 |
| | Std Deviation | 1.31 | 1.25 |
| | Significance | 0.67 | |
| | Effect Size | 0.02 | |
| | Strongly disagree | 30% | 28% |
| | Somewhat disagree | 23% | 27% |
| | Neither agree nor disagree | 22% | 21% |
| | Somewhat agree | 17% | 17% |
| | Strongly agree | 9% | 7% |
| I have to work harder than some of my colleagues to be perceived as a legitimate scholar. | Total (n) | 301 | 3259 |
| | Mean | 2.92 | 2.84 |
| | Std Deviation | 1.30 | 1.29 |
| | Significance | 0.28 | |
| | Effect Size | 0.06 | |
| | Strongly disagree | 20% | 20% |
| | Somewhat disagree | 15% | 21% |
| | Neither agree nor disagree | 32% | 26% |
| | Somewhat agree | 19% | 21% |
| | Strongly agree | 14% | 12% |

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| | | CWRU | Peers |
|--------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|------|-------|
| 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) | 302 | |
| | Mean | 3.57 | |
| | Std Deviation | 1.35 | |
| | Significance | . | |
| | Effect Size | . | |
| | Strongly disagree | 8% | |
| | Somewhat disagree | 19% | |
| | Neither agree nor disagree | 16% | |
| | Somewhat agree | 22% | |
| | Strongly agree | 35% | |
| 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) | 284 | |
| | Mean | 3.72 | |
| | Std Deviation | 1.24 | |
| | Significance | . | |
| | Effect Size | . | |
| | Strongly disagree | 6% | |
| | Somewhat disagree | 12% | |
| | Neither agree nor disagree | 25% | |
| | Somewhat agree | 20% | |
| | Strongly agree | 38% | |
| My dean maintains high academic standards | Total (n) | 261 | |
| | Mean | 4.12 | |
| | Std Deviation | 1.03 | |
| | Significance | . | |
| | Effect Size | . | |
| | Strongly disagree | 2% | |
| | Somewhat disagree | 4% | |
| | Neither agree nor disagree | 21% | |
| | Somewhat agree | 25% | |
| | Strongly agree | 48% | |
| My dean is an effective administrator | Total (n) | 258 | |
| | Mean | 3.74 | |
| | Std Deviation | 1.19 | |
| | Significance | . | |
| | Effect Size | . | |
| | Strongly disagree | 5% | |
| | Somewhat disagree | 11% | |
| | Neither agree nor disagree | 26% | |
| | Somewhat agree | 22% | |
| | Strongly agree | 36% | |

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| | | CWRU | Peers |
|------------------------------------------------------------------------|----------------------------|------|-------|
| My dean articulates clear criteria for tenure/ promotion/evaluation | Total (n) | 251 | |
| | Mean | 3.68 | |
| | Std Deviation | 1.21 | |
| | Significance | . | |
| | Effect Size | . | |
| | Strongly disagree | 6% | |
| | Somewhat disagree | 13% | |
| | Neither agree nor disagree | 22% | |
| | Somewhat agree | 28% | |
| | Strongly agree | 32% | |
| My dean shows commitment to diversity | Total (n) | 258 | |
| | Mean | 3.87 | |
| | Std Deviation | 1.05 | |
| | Significance | . | |
| | Effect Size | . | |
| | Strongly disagree | 3% | |
| | Somewhat disagree | 5% | |
| | Neither agree nor disagree | 32% | |
| | Somewhat agree | 24% | |
| | Strongly agree | 37% | |
| My dean is open to constructive criticism | Total (n) | 237 | |
| | Mean | 3.37 | |
| | Std Deviation | 1.17 | |
| | Significance | . | |
| | Effect Size | . | |
| | Strongly disagree | 8% | |
| | Somewhat disagree | 11% | |
| | Neither agree nor disagree | 40% | |
| | Somewhat agree | 18% | |
| | Strongly agree | 23% | |
| My dean treats faculty in an even-handed way | Total (n) | 242 | |
| | Mean | 3.45 | |
| | Std Deviation | 1.21 | |
| | Significance | . | |
| | Effect Size | . | |
| | Strongly disagree | 7% | |
| | Somewhat disagree | 11% | |
| | Neither agree nor disagree | 37% | |
| | Somewhat agree | 18% | |
| | Strongly agree | 26% | |

2014 Faculty Climate Survey Results: Clinical Medicine

| | | CWRU | Peers |
|----------------------------------------------------------------|----------------------------|------|-------|
| My dean articulates a clear vision | Total (n) | 260 | |
| | Mean | 3.75 | |
| | Std Deviation | 1.18 | |
| | Significance | . | |
| | Effect Size | . | |
| | Strongly disagree | 5% | |
| | Somewhat disagree | 9% | |
| | Neither agree nor disagree | 26% | |
| | Somewhat agree | 25% | |
| | Strongly agree | 35% | |
| My dean honors agreements | Total (n) | 229 | |
| | Mean | 3.68 | |
| | Std Deviation | 1.16 | |
| | Significance | . | |
| | Effect Size | . | |
| | Strongly disagree | 5% | |
| | Somewhat disagree | 6% | |
| | Neither agree nor disagree | 38% | |
| | Somewhat agree | 17% | |
| | Strongly agree | 34% | |
| My dean handles disputes/problems effectively | Total (n) | 220 | |
| | Mean | 3.41 | |
| | Std Deviation | 1.14 | |
| | Significance | . | |
| | Effect Size | . | |
| | Strongly disagree | 7% | |
| | Somewhat disagree | 8% | |
| | Neither agree nor disagree | 47% | |
| | Somewhat agree | 14% | |
| | Strongly agree | 24% | |
| My dean communicates consistently with faculty | Total (n) | 255 | |
| | Mean | 3.6 | |
| | Std Deviation | 1.18 | |
| | Significance | . | |
| | Effect Size | . | |
| | Strongly disagree | 6% | |
| | Somewhat disagree | 12% | |
| | Neither agree nor disagree | 26% | |
| | Somewhat agree | 29% | |
| | Strongly agree | 28% | |
| My dean articulates clear criteria for allocation of resources | Total (n) | 235 | |
| | Mean | 3.28 | |
| | Std Deviation | 1.25 | |
| | Significance | . | |
| | Effect Size | . | |

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| | | CWRU | Peers |
|--------------------------------------------------------------------------------|----------------------------|------|-------|
| | Strongly disagree | 11% | |
| | Somewhat disagree | 13% | |
| | Neither agree nor disagree | 36% | |
| | Somewhat agree | 18% | |
| | Strongly agree | 22% | |
| My department chair maintains high academic standards | Total (n) | 297 | |
| | Mean | 4.02 | |
| | Std Deviation | 1.18 | |
| | Significance | . | |
| | Effect Size | . | |
| | Strongly disagree | 5% | |
| | Somewhat disagree | 9% | |
| | Neither agree nor disagree | 10% | |
| | Somewhat agree | 29% | |
| | Strongly agree | 46% | |
| My department chair is an effective administrator | Total (n) | 297 | |
| | Mean | 3.73 | |
| | Std Deviation | 1.28 | |
| | Significance | . | |
| | Effect Size | . | |
| | Strongly disagree | 8% | |
| | Somewhat disagree | 11% | |
| | Neither agree nor disagree | 14% | |
| | Somewhat agree | 32% | |
| | Strongly agree | 35% | |
| My department chair articulates clear criteria for tenure/promotion/evaluation | Total (n) | 288 | |
| | Mean | 3.74 | |
| | Std Deviation | 1.29 | |
| | Significance | .. | |
| | Effect Size | . | |
| | Strongly disagree | 8% | |
| | Somewhat disagree | 13% | |
| | Neither agree nor disagree | 14% | |
| | Somewhat agree | 28% | |
| | Strongly agree | 37% | |
| My department chair shows commitment to diversity | Total (n) | 283 | |
| | Mean | 3.89 | |
| | Std Deviation | 1.22 | |
| | Significance | . | |
| | Effect Size | . | |
| | Strongly disagree | 6% | |
| | Somewhat disagree | 8% | |
| | Neither agree nor disagree | 21% | |
| | Somewhat agree | 22% | |
| | Strongly agree | 44% | |

2014 Faculty Climate Survey Results: Clinical Medicine

| | | CWRU | Peers |
|-----------------------------------------------------------|----------------------------|------|-------|
| My department chair is open to constructive criticism | Total (n) | 292 | |
| | Mean | 3.51 | |
| | Std Deviation | 1.42 | |
| | Significance | . | |
| | Effect Size | . | |
| | Strongly disagree | 14% | |
| | Somewhat disagree | 12% | |
| | Neither agree nor disagree | 19% | |
| | Somewhat agree | 21% | |
| | Strongly agree | 35% | |
| My department chair treats faculty in an even-handed way | Total (n) | 294 | |
| | Mean | 3.65 | |
| | Std Deviation | 1.43 | |
| | Significance | . | |
| | Effect Size | . | |
| | Strongly disagree | 13% | |
| | Somewhat disagree | 11% | |
| | Neither agree nor disagree | 14% | |
| | Somewhat agree | 22% | |
| | Strongly agree | 40% | |
| My department chair honors agreements | Total (n) | 289 | |
| | Mean | 3.79 | |
| | Std Deviation | 1.27 | |
| | Significance | . | |
| | Effect Size | . | |
| | Strongly disagree | 8% | |
| | Somewhat disagree | 8% | |
| | Neither agree nor disagree | 25% | |
| | Somewhat agree | 18% | |
| | Strongly agree | 42% | |
| My department chair handles disputes/problems effectively | Total (n) | 279 | |
| | Mean | 3.49 | |
| | Std Deviation | 1.34 | |
| | Significance | . | |
| | Effect Size | . | |
| | Strongly disagree | 11% | |
| | Somewhat disagree | 13% | |
| | Neither agree nor disagree | 24% | |
| | Somewhat agree | 20% | |
| | Strongly agree | 32% | |

2014 Faculty Climate Survey Results: Clinical Medicine

| | | CWRU | Peers |
|----------------------------------------------------------------------------|----------------------------|------|-------|
| My department chair communicates consistently with faculty | Total (n) | 292 | |
| | Mean | 3.64 | |
| | Std Deviation | 1.36 | |
| | Significance | . | |
| | Effect Size | . | |
| | Strongly disagree | 9% | |
| | Somewhat disagree | 15% | |
| | Neither agree nor disagree | 15% | |
| | Somewhat agree | 23% | |
| | Strongly agree | 38% | |
| My department chair gives me useful feedback about my performance | Total (n) | 290 | |
| | Mean | 3.56 | |
| | Std Deviation | 1.45 | |
| | Significance | . | |
| | Effect Size | . | |
| | Strongly disagree | 14% | |
| | Somewhat disagree | 13% | |
| | Neither agree nor disagree | 14% | |
| | Somewhat agree | 22% | |
| | Strongly agree | 38% | |
| My department chair involves me in relevant decision-making processes | Total (n) | 288 | |
| | Mean | 3.39 | |
| | Std Deviation | 1.52 | |
| | Significance | . | |
| | Effect Size | . | |
| | Strongly disagree | 19% | |
| | Somewhat disagree | 12% | |
| | Neither agree nor disagree | 16% | |
| | Somewhat agree | 18% | |
| | Strongly agree | 35% | |
| My department chair articulates clear criteria for allocation of resources | Total (n) | 285 | |
| | Mean | 3.28 | |
| | Std Deviation | 1.48 | |
| | Significance | . | |
| | Effect Size | . | |
| | Strongly disagree | 19% | |
| | Somewhat disagree | 12% | |
| | Neither agree nor disagree | 19% | |
| | Somewhat agree | 20% | |
| | Strongly agree | 30% | |

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| | | CWRU | Peers |
|---------------------------------------------------------------------------------------------------------------------------------------|----------------------------|------|-------|
| Do you consider yourself to be: | Total (n) | 276 | |
| | Mean | 1.26 | |
| | Std Deviation | 0.81 | |
| | Significance | . | |
| | Effect Size | . | |
| | Heterosexual or straight | 89% | |
| | Gay or lesbian | 3% | |
| | Bisexual | 0% | |
| | Prefer not to answer | 8% | |
| Please indicate your agreement or disagreement with the following statements.-CWRU is a comfortable place for me as a faculty member. | Total (n) | 301 | |
| | Mean | 4.28 | |
| | Std Deviation | 0.94 | |
| | Significance | . | |
| | Effect Size | . | |
| | Strongly disagree | 3% | |
| | Somewhat disagree | 2% | |
| | Neither agree nor disagree | 12% | |
| | Somewhat agree | 31% | |
| Strongly agree | 52% | | |
| I have felt discriminated against at CWRU because of my-Age | Total (n) | 281 | |
| | Mean | 1.7 | |
| | Std Deviation | 1.15 | |
| | Significance | . | |
| | Effect Size | . | |
| | Strongly disagree | 68% | |
| | Somewhat disagree | 9% | |
| | Neither agree nor disagree | 12% | |
| | Somewhat agree | 9% | |
| Strongly agree | 3% | | |
| I have felt discriminated against at CWRU because of my-Racial, cultural, or ethnic background | Total (n) | 275 | |
| | Mean | 1.56 | |
| | Std Deviation | 1.03 | |
| | Significance | . | |
| | Effect Size | . | |
| | Strongly disagree | 72% | |
| | Somewhat disagree | 10% | |
| | Neither agree nor disagree | 12% | |
| | Somewhat agree | 3% | |
| Strongly agree | 3% | | |

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| | | CWRU | Peers |
|-----------------------------------------------------------------------------------|----------------------------|------|-------|
| I have felt discriminated against at CWRU because of my- Disability | Total (n) | 209 | |
| | Mean | 1.35 | |
| | Std Deviation | 0.80 | |
| | Significance | . | |
| | Effect Size | . | |
| | Strongly disagree | 81% | |
| | Somewhat disagree | 5% | |
| | Neither agree nor disagree | 12% | |
| | Somewhat agree | 1% | |
| | Strongly agree | 1% | |
| I have felt discriminated against at CWRU because of my- Gender | Total (n) | 278 | |
| | Mean | 1.82 | |
| | Std Deviation | 1.22 | |
| | Significance | . | |
| | Effect Size | . | |
| | Strongly disagree | 63% | |
| | Somewhat disagree | 12% | |
| | Neither agree nor disagree | 11% | |
| | Somewhat agree | 12% | |
| | Strongly agree | 4% | |
| I have felt discriminated against at CWRU because of my- Religious affiliation | Total (n) | 273 | |
| | Mean | 1.45 | |
| | Std Deviation | 0.89 | |
| | Significance | . | |
| | Effect Size | . | |
| | Strongly disagree | 76% | |
| | Somewhat disagree | 7% | |
| | Neither agree nor disagree | 13% | |
| | Somewhat agree | 3% | |
| | Strongly agree | 1% | |
| I have felt discriminated against at CWRU because of my- Sexual orientation | Total (n) | 265 | |
| | Mean | 1.36 | |
| | Std Deviation | 0.78 | |
| | Significance | . | |
| | Effect Size | . | |
| | Strongly disagree | 80% | |
| | Somewhat disagree | 5% | |
| | Neither agree nor disagree | 13% | |
| | Somewhat agree | 0% | |
| | Strongly agree | 1% | |
| I have felt discriminated against at CWRU because of my- Socioeconomic status | Total (n) | 273 | |
| | Mean | 1.38 | |
| | Std Deviation | 0.83 | |
| | Significance | . | |
| | Effect Size | . | |

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| | | CWRU | Peers |
|----------------------------------------------------------------------------------------------------|----------------------------|------|-------|
| | Strongly disagree | 80% | |
| | Somewhat disagree | 6% | |
| | Neither agree nor disagree | 13% | |
| | Somewhat agree | 1% | |
| | Strongly agree | 1% | |
| I know how to seek help if I am discriminated against. | Total (n) | 282 | |
| | Mean | 3.63 | |
| | Std Deviation | 1.21 | |
| | Significance | . | |
| | Effect Size | . | |
| | Strongly disagree | 7% | |
| | Somewhat disagree | 12% | |
| | Neither agree nor disagree | 21% | |
| | Somewhat agree | 31% | |
| | Strongly agree | 29% | |
| The CWRU environment encourages people of diverse racial, cultural, or ethnic backgrounds to meet. | Total (n) | 281 | |
| | Mean | 4.04 | |
| | Std Deviation | 0.92 | |
| | Significance | . | |
| | Effect Size | . | |
| | Strongly disagree | 1% | |
| | Somewhat disagree | 3% | |
| | Neither agree nor disagree | 22% | |
| | Somewhat agree | 37% | |
| | Strongly agree | 36% | |
| CWRU offers ample ethnic/cultural programs as special events. | Total (n) | 277 | |
| | Mean | 3.91 | |
| | Std Deviation | 0.95 | |
| | Significance | . | |
| | Effect Size | . | |
| | Strongly disagree | 1% | |
| | Somewhat disagree | 5% | |
| | Neither agree nor disagree | 27% | |
| | Somewhat agree | 35% | |
| | Strongly agree | 32% | |
| No one at CWRU harasses me. | Total (n) | 287 | |
| | Mean | 4.53 | |
| | Std Deviation | 0.93 | |
| | Significance | . | |
| | Effect Size | . | |
| | Strongly disagree | 2% | |
| | Somewhat disagree | 4% | |
| | Neither agree nor disagree | 8% | |
| | Somewhat agree | 12% | |
| | Strongly agree | 74% | |

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| | | CWRU | Peers |
|--------------------------------------------------------------------------------|----------------------------|------|-------|
| CWRU helps students understand the detrimental effects of discrimination. | Total (n) | 247 | |
| | Mean | 3.9 | |
| | Std Deviation | 0.94 | |
| | Significance | . | |
| | Effect Size | . | |
| | Strongly disagree | 2% | |
| | Somewhat disagree | 1% | |
| | Neither agree nor disagree | 36% | |
| | Somewhat agree | 28% | |
| | Strongly agree | 33% | |
| Classes/programs in my discipline adequately discuss cultural diversity. | Total (n) | 237 | |
| | Mean | 3.76 | |
| | Std Deviation | 1.08 | |
| | Significance | . | |
| | Effect Size | . | |
| | Strongly disagree | 2% | |
| | Somewhat disagree | 9% | |
| | Neither agree nor disagree | 33% | |
| | Somewhat agree | 23% | |
| | Strongly agree | 33% | |
| Classes/programs in my discipline adequately discuss women's and men's issues. | Total (n) | 232 | |
| | Mean | 3.71 | |
| | Std Deviation | 1.09 | |
| | Significance | . | |
| | Effect Size | . | |
| | Strongly disagree | 2% | |
| | Somewhat disagree | 11% | |
| | Neither agree nor disagree | 32% | |
| | Somewhat agree | 24% | |
| | Strongly agree | 31% | |
| A diversity of students enriches the CWRU environment. | Total (n) | 282 | |
| | Mean | 4.53 | |
| | Std Deviation | 0.80 | |
| | Significance | . | |
| | Effect Size | . | |
| | Strongly disagree | 1% | |
| | Somewhat disagree | 2% | |
| | Neither agree nor disagree | 10% | |
| | Somewhat agree | 20% | |
| | Strongly agree | 68% | |

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| | | CWRU | Peers |
|---------------------------------------------------------------------------------------------------------|---------------------------------------------------|------|-------|
| I see the value of having students from different racial, cultural, or ethnic backgrounds in classes. | Total (n) | 285 | |
| | Mean | 4.68 | |
| | Std Deviation | 0.72 | |
| | Significance | . | |
| | Effect Size | . | |
| | Strongly disagree | 1% | |
| | Somewhat disagree | 1% | |
| | Neither agree nor disagree | 7% | |
| | Somewhat agree | 12% | |
| | Strongly agree | 80% | |
| I am satisfied with the ratio of women and men faculty members. | Total (n) | 278 | |
| | Mean | 3.55 | |
| | Std Deviation | 1.28 | |
| | Significance | . | |
| | Effect Size | . | |
| | Strongly disagree | 7% | |
| | Somewhat disagree | 16% | |
| | Neither agree nor disagree | 23% | |
| | Somewhat agree | 22% | |
| | Strongly agree | 32% | |
| I am satisfied with the ratio of women and men staff members. | Total (n) | 278 | |
| | Mean | 3.76 | |
| | Std Deviation | 1.11 | |
| | Significance | . | |
| | Effect Size | . | |
| | Strongly disagree | 3% | |
| | Somewhat disagree | 10% | |
| | Neither agree nor disagree | 30% | |
| | Somewhat agree | 24% | |
| | Strongly agree | 34% | |
| I have ample opportunities to meet people of different racial, cultural, or ethnic backgrounds. | Total (n) | 281 | |
| | Mean | 4.26 | |
| | Std Deviation | 0.92 | |
| | Significance | . | |
| | Effect Size | . | |
| | Strongly disagree | 1% | |
| | Somewhat disagree | 4% | |
| | Neither agree nor disagree | 13% | |
| | Somewhat agree | 30% | |
| | Strongly agree | 51% | |
| While a faculty member at (INSERT INSTITUTION), have you served as a mentor for another faculty member? | Total (n) | 306 | |
| | Yes, through a formal program only | 2% | |
| | Yes, informally only | 46% | |
| | Yes, both through a formal program and informally | 19% | |
| | No | 32% | |

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| | | 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) | 305 | |
| | Effect Size | . | |
| | Yes, by assignment | 4% | |
| | Yes, by my choice | 16% | |
| | Yes, both by assignment and my choice | 10% | |
| While at (INSERT INSTITUTION), do you feel as though you have received adequate mentoring? | No | 70% | |
| | Total (n) | 262 | 2182 |
| | Mean | 1.52 | 1.5 |
| | Std Deviation | 0.50 | 0.50 |
| | Significance | 0.46 | |
| | Effect Size | 0.04 | |
| | Yes | 48% | 50% |
| No | 52% | 50% | |
| In your experience, to what extent are the following items valued in the tenure process: Research/ scholarly work (valued) | Total (n) | 241 | 1373 |
| | Mean | 2.9 | 2.89 |
| | Std Deviation | 0.40 | 0.36 |
| | Significance | 0.56 | |
| | Effect Size | 0.03 | |
| | Valued slightly or not at all | 3% | 1% |
| | Somewhat valued | 3% | 9% |
| | Highly valued | 93% | 90% |
| In your experience, to what extent are the following items valued in the tenure process: Teaching contributions (valued) | Total (n) | 238 | 1277 |
| | Mean | 2.05 | 1.82 |
| | Std Deviation | 0.71 | 0.67 |
| | Significance | 0.00 | |
| | Effect Size | 0.33 | |
| | Valued slightly or not at all | 23% | 33% |
| | Somewhat valued | 49% | 52% |
| | Highly valued | 28% | 15% |
| In your experience, to what extent are the following items valued in the tenure process: Service (i.e., committee work, etc.) (valued) | Total (n) | 237 | 1222 |
| | Mean | 1.95 | 1.64 |
| | Std Deviation | 0.70 | 0.64 |
| | Significance | 0.00 | |
| | Effect Size | 0.46 | |
| | Valued slightly or not at all | 27% | 45% |
| | Somewhat valued | 51% | 46% |
| | Highly valued | 22% | 9% |
| In your experience, to what extent are the following items valued in the tenure process: Clinical work (valued) | Total (n) | 207 | |
| | Mean | 1.65 | |
| | Std Deviation | 0.75 | |
| | Significance | . | |
| | Effect Size | . | |
| | Valued slightly or not at all | 52% | |
| | Somewhat valued | 32% | |
| | Highly valued | 16% | |

2014 Faculty Climate Survey Results: Clinical Medicine

| | | CWRU | Peers |
|-------------------------------------------------------------------------------------------------------------------------------------|-------------------------------|------|-------|
| In your experience, to what extent are the following items valued in the tenure process: Professional reputation | Total (n) | 235 | |
| | Mean | 2.51 | |
| | Std Deviation | 0.66 | |
| | Significance | . | |
| | Effect Size | . | |
| | Valued slightly or not at all | 9% | |
| | Somewhat valued | 30% | |
| | Highly valued | 60% | |
| In your experience, to what extent are the following items valued in the tenure process: Collegiality | Total (n) | 227 | |
| | Mean | 1.64 | |
| | Std Deviation | 0.72 | |
| | Significance | . | |
| | Effect Size | . | |
| | Valued slightly or not at all | 51% | |
| | Somewhat valued | 35% | |
| | Highly valued | 15% | |
| 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) | 218 | |
| | Mean | 1.92 | |
| | Std Deviation | 0.72 | |
| | Significance | . | |
| | Effect Size | . | |
| | Valued slightly or not at all | 30% | |
| | Somewhat valued | 47% | |
| | Highly valued | 23% | |
| In your experience, to what extent are the following items valued in the tenure process: Assessment by peers outside of CWRU | Total (n) | 226 | |
| | Mean | 2.6 | |
| | Std Deviation | 0.60 | |
| | Significance | . | |
| | Effect Size | . | |
| | Valued slightly or not at all | 6% | |
| | Somewhat valued | 29% | |
| | Highly valued | 66% | |
| In your experience, to what extent are the following items valued in the tenure process: Obtaining grants/funding | Total (n) | 233 | |
| | Mean | 2.88 | |
| | Std Deviation | 0.41 | |
| | Significance | . | |
| | Effect Size | . | |
| | Valued slightly or not at all | 3% | |
| | Somewhat valued | 6% | |
| | Highly valued | 91% | |

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| | | CWRU | Peers |
|------------------------------------------------------------------------------------------------------|----------------------|------|-------|
| How appropriately are these items valued in the tenure process: Research/ scholarly work | Total (n) | 235 | 1348 |
| | Mean | 3.39 | 3.28 |
| | Std Deviation | 0.79 | 0.75 |
| | Significance | 0.04 | |
| | Effect Size | 0.14 | |
| | Very undervalued | 1% | 1% |
| | Somewhat undervalued | 4% | 6% |
| | Valued appropriately | 61% | 64% |
| | Somewhat overvalued | 22% | 21% |
| | Very overvalued | 12% | 8% |
| How appropriately are these items valued in the tenure process: Teaching contributions | Total (n) | 237 | 1266 |
| | Mean | 2.22 | 2.22 |
| | Std Deviation | 0.85 | 0.77 |
| | Significance | 0.89 | |
| | Effect Size | 0.00 | |
| | Very undervalued | 22% | 17% |
| | Somewhat undervalued | 40% | 47% |
| | Valued appropriately | 34% | 33% |
| | Somewhat overvalued | 3% | 2% |
| | Very overvalued | 1% | 1% |
| How appropriately are these items valued in the tenure process: Service (i.e., committee work, etc.) | Total (n) | 230 | 1205 |
| | Mean | 2.31 | 2.29 |
| | Std Deviation | 0.86 | 0.84 |
| | Significance | 0.66 | |
| | Effect Size | 0.02 | |
| | Very undervalued | 19% | 18% |
| | Somewhat undervalued | 37% | 41% |
| | Valued appropriately | 39% | 37% |
| | Somewhat overvalued | 4% | 3% |
| | Very overvalued | 1% | 1% |
| How appropriately are these items valued in the tenure process: Clinical work | Total (n) | 204 | |
| | Mean | 1.96 | |
| | Std Deviation | 0.95 | |
| | Significance | . | |
| | Effect Size | . | |
| | Very undervalued | 39% | |
| | Somewhat undervalued | 33% | |
| | Valued appropriately | 24% | |
| | Somewhat overvalued | 3% | |
| | Very overvalued | 2% | |

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| | | CWRU | Peers |
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| How appropriately are these items valued in the tenure process: Professional reputation | Total (n) | 227 | |
| | Mean | 2.95 | |
| | Std Deviation | 0.86 | |
| | Significance | . | |
| | Effect Size | . | |
| | Very undervalued | 7% | |
| | Somewhat undervalued | 13% | |
| | Valued appropriately | 63% | |
| | Somewhat overvalued | 12% | |
| | Very overvalued | 5% | |
| How appropriately are these items valued in the tenure process: Collegiality | Total (n) | 212 | |
| | Mean | 2.4 | |
| | Std Deviation | 0.90 | |
| | Significance | . | |
| | Effect Size | . | |
| | Very undervalued | 18% | |
| | Somewhat undervalued | 34% | |
| | Valued appropriately | 40% | |
| | Somewhat overvalued | 7% | |
| | Very overvalued | 1% | |
| How appropriately are these items valued in the tenure process: Fit with the department's/school's mission | Total (n) | 209 | |
| | Mean | 2.79 | |
| | Std Deviation | 0.73 | |
| | Significance | . | |
| | Effect Size | . | |
| | Very undervalued | 6% | |
| | Somewhat undervalued | 19% | |
| | Valued appropriately | 66% | |
| | Somewhat overvalued | 8% | |
| | Very overvalued | 1% | |
| How appropriately are these items valued in the tenure process: Assessment by peers outside CWRU | Total (n) | 216 | |
| | Mean | 3.24 | |
| | Std Deviation | 0.72 | |
| | Significance | . | |
| | Effect Size | . | |
| | Very undervalued | 2% | |
| | Somewhat undervalued | 5% | |
| | Valued appropriately | 68% | |
| | Somewhat overvalued | 19% | |
| | Very overvalued | 7% | |

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| | | CWRU | Peers |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|-------|-------|
| How appropriately are these items valued in the tenure process: Obtaining grants/funding | Total (n) | 228 | |
| | Mean | 3.72 | |
| | Std Deviation | 0.82 | |
| | Significance | . | |
| | Effect Size | . | |
| | Very undervalued | 0% | |
| | Somewhat undervalued | 2% | |
| | Valued appropriately | 43% | |
| | Somewhat overvalued | 35% | |
| | Very overvalued | 20% | |
| Do you agree that the criteria for tenure are clearly communicated? | Total (n) | 251 | 1499 |
| | Mean | 3.34 | 3.23 |
| | Std Deviation | 1.38 | 1.35 |
| | Significance | 0.22 | |
| | Effect Size | 0.08 | |
| | Strongly disagree | 12% | 14% |
| | Somewhat disagree | 22% | 21% |
| | Neither agree nor disagree | 14% | 13% |
| | Somewhat agree | 26% | 33% |
| | Strongly agree | 27% | 19% |
| 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) | 303 | 2616 |
| | Mean | 1.83 | 1.79 |
| | Std Deviation | 0.38 | 0.41 |
| | Significance | 0.05 | |
| | Effect Size | 0.10 | |
| | Yes | 17% | 21% |
| | No | 83% | 79% |
| In the next three years, how likely are you to leave (INSERT INSTITUTION)? | Total (n) | 303 | 2590 |
| | Mean | 2.69 | 2.57 |
| | Std Deviation | 1.34 | 1.30 |
| | Significance | 0.12 | |
| | Effect Size | 0.09 | |
| | Very unlikely | 27% | 28% |
| | Somewhat unlikely | 17% | 21% |
| | Neither likely nor unlikely | 26% | 24% |
| | Somewhat likely | 20% | 19% |
| Very likely | 11% | 8% | |
| To what extent, if at all, have you considered the following reasons to leave: To increase your salary | Total (n) | 271 | 3077 |
| | Mean | 1.86 | 1.9 |
| | Std Deviation | 0.74 | 0.74 |
| | Significance | 0.30 | |
| | Effect Size | -0.05 | |
| | Not at all | 35% | 33% |
| | To some extent | 44% | 44% |
| To a great extent | 21% | 23% | |

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| | | CWRU | Peers |
|---------------------------------------------------------------------------------------------------------------------------|-------------------|-------|-------|
| To what extent, if at all, have you considered the following reasons to leave: To improve your prospects for tenure | Total (n) | 209 | 2566 |
| | Mean | 1.44 | 1.5 |
| | Std Deviation | 0.71 | 0.73 |
| | Significance | 0.27 | |
| | Effect Size | -0.08 | |
| | Not at all | 69% | 64% |
| | To some extent | 18% | 22% |
| | To a great extent | 13% | 14% |
| To what extent, if at all, have you considered the following reasons to leave: To enhance your career in other ways | Total (n) | 274 | 2402 |
| | Mean | 2.28 | 2.08 |
| | Std Deviation | 0.77 | 0.76 |
| | Significance | 0.00 | |
| | Effect Size | 0.26 | |
| | Not at all | 19% | 25% |
| | To some extent | 34% | 41% |
| | To a great extent | 47% | 33% |
| To what extent, if at all, have you considered the following reasons to leave: To find a more supportive work environment | Total (n) | 275 | 3037 |
| | Mean | 2.07 | 1.85 |
| | Std Deviation | 0.84 | 0.81 |
| | Significance | 0.00 | |
| | Effect Size | 0.27 | |
| | Not at all | 32% | 41% |
| | To some extent | 29% | 32% |
| To a great extent | 39% | 27% | |
| To what extent, if at all, have you considered the following reasons to leave: To increase your time to do research | Total (n) | 261 | 2953 |
| | Mean | 1.59 | 1.55 |
| | Std Deviation | 0.77 | 0.72 |
| | Significance | 0.38 | |
| | Effect Size | 0.05 | |
| | Not at all | 58% | 59% |
| | To some extent | 25% | 28% |
| To a great extent | 17% | 14% | |
| To what extent, if at all, have you considered the following reasons to leave: To pursue a nonacademic job | Total (n) | 253 | 2879 |
| | Mean | 1.37 | 1.38 |
| | Std Deviation | 0.60 | 0.60 |
| | Significance | 0.88 | |
| | Effect Size | -0.02 | |
| | Not at all | 69% | 68% |
| | To some extent | 25% | 25% |
| To a great extent | 6% | 6% | |

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| | | CWRU | Peers |
|--------------------------------------------------------------------------------------------------------------------------------------------|-------------------|-------|-------|
| To what extent, if at all, have you considered the following reasons to leave: To reduce stress | Total (n) | 272 | 3042 |
| | Mean | 1.88 | 1.82 |
| | Std Deviation | 0.76 | 0.76 |
| | Significance | 0.21 | |
| | Effect Size | 0.08 | |
| | Not at all | 35% | 39% |
| | To some extent | 41% | 39% |
| | To a great extent | 24% | 22% |
| To what extent, if at all, have you considered the following reasons to leave: To address child-related issues | Total (n) | 239 | 2774 |
| | Mean | 1.234 | 1.282 |
| | Std Deviation | 0.55 | 0.58 |
| | Significance | 0.21 | |
| | Effect Size | -0.08 | |
| | Not at all | 83% | 79% |
| | To some extent | 11% | 14% |
| | To a great extent | 6% | 7% |
| To what extent, if at all, have you considered the following reasons to leave: To address other family-related issues | Total (n) | 253 | |
| | Mean | 1.38 | |
| | Std Deviation | 0.64 | |
| | Significance | . | |
| | Effect Size | . | |
| | Not at all | 71% | |
| | To some extent | 20% | |
| To a great extent | 9% | | |
| To what extent, if at all, have you considered the following reasons to leave: To improve the employment situation of your spouse/ partner | Total (n) | 256 | 2814 |
| | Mean | 1.32 | 1.37 |
| | Std Deviation | 0.62 | 0.64 |
| | Significance | 0.23 | |
| | Effect Size | -0.08 | |
| | Not at all | 76% | 72% |
| | To some extent | 16% | 20% |
| | To a great extent | 8% | 9% |
| To what extent, if at all, have you considered the following reasons to leave: To lower your cost of living | Total (n) | 262 | 2298 |
| | Mean | 1.13 | 1.23 |
| | Std Deviation | 0.41 | 0.53 |
| | Significance | 0.00 | |
| | Effect Size | -0.21 | |
| | Not at all | 89% | 82% |
| | To some extent | 8% | 13% |
| | To a great extent | 3% | 5% |

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| | | CWRU | Peers |
|--------------------------------------------------------------------------------------------------------|------------------------------------|-------|-------|
| To what extent, if at all, have you considered the following reasons to leave: Retirement | Total (n) | 251 | 2721 |
| | Mean | 1.41 | 1.26 |
| | Std Deviation | 0.70 | 0.57 |
| | Significance | 0.00 | |
| | Effect Size | 0.24 | |
| | Not at all | 71% | 81% |
| | To some extent | 17% | 13% |
| | To a great extent | 12% | 6% |
| To what extent, if at all, have you considered the following reasons to leave: Other | Total (n) | 36 | 728 |
| | Mean | 2 | 1.74 |
| | Std Deviation | 0.99 | 0.90 |
| | Significance | 0.13 | |
| | Effect Size | 0.28 | |
| | Not at all | 47% | 57% |
| | To some extent | 6% | 13% |
| | To a great extent | 47% | 31% |
| Overall, how satisfied are you with the ways in which your role is performed? | Total (n) | 301 | |
| | Mean | 3.59 | |
| | Std Deviation | 1.11 | |
| | Significance | . | |
| | Effect Size | . | |
| | Very dissatisfied | 4% | |
| | Somewhat dissatisfied | 15% | |
| | Neither satisfied nor dissatisfied | 21% | |
| | Somewhat satisfied | 38% | |
| Very satisfied | 22% | | |
| If you were to begin your career again, would you still want to be a clinical medicine faculty member? | Total (n) | 301 | |
| | Mean | 4.36 | |
| | Std Deviation | 0.863 | |
| | Significance | . | |
| | Effect Size | . | |
| | Definitely no | 0 | |
| | Probably no | 0.043 | |
| | Not sure | 0.126 | |
| | Probably yes | 0.259 | |
| | Definitely yes | 0.571 | |