

CWRU Faculty Climate Survey

SATISFACTION

	Very dissatisfied	Somewhat dissatisfied	Neither dissatisfied nor satisfied	Somewhat satisfied	Very satisfied
1. Overall, how satisfied are you being a faculty member at Case Western Reserve University?					
2. How satisfied are you with the resources CWRU provides to support your research and scholarship?					
3. How satisfied are you with the resources CWRU provides to support your teaching?					

4. Please indicate the degree to which you are satisfied with each of the following:

	Very dissatisfied	Somewhat dissatisfied	Neither dissatisfied nor satisfied	Somewhat satisfied	Very satisfied	Not applicable
Compensation						
a. Salary						
b. Start-up funds						
c. Benefits package (e.g., medical, retirement, vacation, etc.)						
Resources						
d. Availability of nearby parking						
e. Office space						
f. Lab or research space						
g. Classroom space						
h. Library resources						
i. Computing resources						
j. Clerical and administrative staff						
k. Technical and research staff						
l. Computing support staff						
m. Support for securing grants						
n. Other resources to support research						
Teaching / advising / research / administrative service						
o. Teaching responsibilities						
p. Access to teaching assistants						
q. Advising responsibilities						
r. Quality of graduate students						
s. Time available for scholarly work						
t. Committee and administrative responsibilities						
u. Clinical responsibilities						

CWRU Faculty Climate Survey

WORKLOAD

5. Overall, how would you rate the reasonableness of your workload during the academic year?

- Much too light
- Too light
- About right
- Too heavy
- Much too heavy

6. During an academic year, how many hours is your typical work week? (0; 1; 2; 3; 4; 5; ... 99; 100 or more)

7. Please indicate the extent to which each of the following has been a source of stress for you over the past twelve months. (If you have been on leave this year, please answer the question for the preceding 12 months.)

	Not at all	Somewhat	Extensive	Not applicable
a. Scholarly productivity				
b. Teaching responsibilities				
c. Advising responsibilities				
d. Clinical responsibilities				
e. Securing funding for research				
f. Committee and/or administrative responsibilities				
g. Managing a research group or grant (e.g., finances, personnel)				
h. Timing of departmental meetings and functions				
i. Review/promotion process				
j. Departmental or campus politics				
k. Managing household responsibilities				
l. Childcare				
m. Care of someone who is ill, disabled, aging, or in need of special services				
n. Your health				
o. Cost of living				



CWRU Faculty Climate Survey

ATMOSPHERE OF DEPARTMENT / SCHOOL

8. Please indicate your agreement or disagreement with the following statements about the **unit of your primary faculty appointment** (i.e., department, center, or school).

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	Not applicable
a. My colleagues value my research/ scholarship.						
b. I am satisfied with opportunities to collaborate with faculty in my primary department / unit.						
c. I am satisfied with opportunities to collaborate with faculty in other units at CWRU.						
d. Interdisciplinary research is recognized and rewarded by my department / unit.						
e. I have a voice in the decision-making that affects the direction of my department / unit.						
f. My chair / director / dean creates a collegial and supportive environment.						
g. My chair / director / dean helps me obtain the resources I need.						
h. I can navigate the unwritten rules concerning how one is to conduct oneself as a faculty member.						
i. My department / unit is a good fit for me.						
j. My department / unit is a place where individual faculty may comfortably raise personal and/or family responsibilities when scheduling departmental / unit obligations.						
k. I feel excluded from an informal network in my department / unit.						
l. I have to work harder than some of my colleagues to be perceived as a legitimate scholar.						
m. I feel that the climate and opportunities for female faculty in my department/unit are at least as good as those for male faculty.						
n. I feel that the climate and opportunities for minority faculty in my department/unit are at least as good as those for nonminority faculty.						



CWRU Faculty Climate Survey

LEADERSHIP

9. Please indicate your agreement or disagreement with the following statements regarding your **dean**.

<i>My dean:</i>	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	Not applicable
a. Maintains high academic standards						
b. Is an effective administrator						
c. Articulates clear criteria for tenure / promotion / evaluation						
d. Shows commitment to diversity						
e. Is open to constructive criticism						
f. Treats faculty in an even-handed way						
g. Articulates a clear vision						
h. Honors agreements						
i. Handles disputes / problems effectively						
j. Communicates consistently with faculty						
k. Articulates clear criteria for allocation of resources						

10. Please indicate your agreement or disagreement with the following statements regarding your **department chair**. If your primary unit is a center, please base your responses on the performance of your director. *Skip to the next question if your primary unit is a school.*

<i>My department chair:</i>	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	Not applicable
a. Maintains high academic standards						
b. Is an effective administrator						
c. Articulates clear criteria for tenure / promotion / evaluation						
d. Shows commitment to diversity						
e. Is open to constructive criticism						
f. Treats faculty in an even-handed way						
g. Honors agreements						
h. Handles disputes / problems effectively						
i. Communicates consistently with faculty						
j. Gives me useful feedback about my performance						
k. Involves me in relevant decision-making processes						
l. Articulates clear criteria for allocation of resources						



CWRU Faculty Climate Survey

CAMPUS CLIMATE

In order to better understand the needs and experiences of all of our faculty members, we have added the item below pertaining to sexual orientation. The data on this and all other items will remain strictly confidential.

11. Do you consider yourself to be:
 Heterosexual or straight
 Gay or lesbian
 Bisexual
 Prefer not to answer

12. Please indicate your agreement or disagreement with the following statements.

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	Not applicable
a. CWRU is a comfortable place for me as a faculty member.						
b. I have felt discriminated against at CWRU because of my						
Age						
Racial, cultural, or ethnic background						
Disability						
Gender						
Religious affiliation						
Sexual orientation						
Socioeconomic status						
c. I know how to seek help if I am discriminated against.						
d. The CWRU environment encourages people of diverse racial, cultural, or ethnic backgrounds to meet.						
e. CWRU offers ample ethnic/cultural programs as special events.						
f. No one at CWRU harasses me.						
g. CWRU helps students understand the detrimental effects of discrimination.						
h. Classes/programs in my discipline adequately discuss cultural diversity.						
i. Classes/programs in my discipline adequately discuss women's and men's issues.						
j. A diversity of students enriches the CWRU environment.						
k. I see the value of having students from different racial, cultural, or ethnic backgrounds in classes.						
l. I am satisfied with the ratio of women and men faculty members.						
m. I am satisfied with the ratio of women and men staff members.						



CWRU Faculty Climate Survey

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	Not applicable
n. I have ample opportunities to meet people of different racial, cultural, or ethnic backgrounds.						

MENTORING

13. While a faculty member at Case Western Reserve, have you served as a mentor for another faculty member?

- Yes, through a formal program only
- Yes, informally only
- Yes, both through a formal program and informally
- No

14. While at CWRU, have you had one or more formal mentors through programs administered by the university, whether or not the programs are mandatory?

- Yes, by assignment
- Yes, by my choice
- Yes, both by assignment and my choice
- No

15. While at CWRU, do you feel as though you have received adequate mentoring?

- Yes
- No
- Not applicable



CWRU Faculty Climate Survey

PROMOTION/TENURE

16. In your experience, to what extent are the following items valued in the tenure process?

	Valued slightly or not at all	Somewhat valued	Highly valued	Don't know	Not applicable
Research/scholarly work					
Teaching contributions					
Service (i.e., committee work, etc.)					
Clinical work					
Professional reputation					
Collegiality					
Fit with the department's / school's mission					
Assessment by peers outside CWRU					
Obtaining grants/funding					

17. How appropriately are these items valued in the tenure process?

	Very undervalued	Somewhat undervalued	Valued appropriately	Somewhat overvalued	Very overvalued	Don't know	Not applicable
Research/scholarly work							
Teaching contributions							
Service (i.e., committee work, etc.)							
Clinical work							
Professional reputation							
Collegiality							
Fit with the department's / school's mission							
Assessment by peers outside CWRU							
Obtaining grants/funding							

18. Do you agree that the criteria for tenure are clearly communicated?

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly agree
- Don't know

CWRU Faculty Climate Survey

19. At any time since you started working at Case Western Reserve, have you received relief from teaching or other workload duties for personal reasons, including care-giving for a child or parent, your own health concerns, or a family crisis?

- Yes, within the past year
- Yes, more than a year ago but within the past five years
- Yes, more than five years ago
- No

Respondents who answer "Yes" to Question 19 will go to Question 20; all other respondents will skip to Question 21.

20. How supportive was your primary academic unit concerning your relief from teaching or other workload duties?

- Very unsupportive
- Somewhat unsupportive
- Neither unsupportive nor supportive
- Somewhat supportive
- Very supportive
- Not applicable

21. At any time since you started working at CWRU, have you had your tenure clock slowed or stopped for personal reasons, including care-giving for a child or parent, your own health concerns, or a family crisis?

- Yes, within the past year
- Yes, more than a year ago but within the past five years
- Yes, more than five years ago
- No

Respondents who answer "Yes" to Question 21 will go to Question 22; all other respondents will skip to Question 23.

22. How supportive was your primary academic unit concerning your having your tenure clock stopped or slowed?

- Very unsupportive
- Somewhat unsupportive
- Neither unsupportive nor supportive
- Somewhat supportive
- Very supportive
- Not applicable

CWRU Faculty Climate Survey

HIRING/RETENTION

23. In the last five years, while at Case Western Reserve University, have you received a formal or informal outside job offer that you took to your department chair/dean?

Yes

No

Respondents who answer "Yes" to Question 23 will go to Question 24; all other respondents will skip to Question 25.

24. Has that formal or informal outside job offer(s) resulted in adjustments to any of the following? (check all that apply)

a. Salary	
b. Course load	
c. Administrative responsibilities	
d. Leave time	
e. Summer salary	
f. Special timing of the tenure clock	
g. Equipment/ laboratory/ research start-up	
h. Employment for spouse/partner	
i. Other	
j. None	

25. In the next three years, how likely are you to leave CWRU?

Very unlikely

Somewhat unlikely

Neither likely nor unlikely

Somewhat likely

Very likely

26. To what extent, if at all, have you considered the following as reasons to leave?

	Not at all	To some extent	To a great extent	Not applicable
a. To increase your salary				
b. To improve your prospects for tenure				
c. To enhance your career in other ways				
d. To find a more supportive work environment				
e. To increase your time to do research				
f. To pursue a nonacademic job				
g. To reduce stress				
h. To address child-related issues				
i. To address other family-related issues				
j. To improve the employment situation of your spouse/ partner				
k. To lower your cost of living				
l. Retirement				
m. Other				

CWRU Faculty Climate Survey

SUMMING UP

Overall, how satisfied are you with the ways in which your role as a faculty member at Case Western Reserve and your life outside of CWRU fit together?

- Very dissatisfied
- Somewhat dissatisfied
- Neither dissatisfied nor satisfied
- Somewhat satisfied
- Very satisfied

If you could decide all over again whether to be a faculty member at CWRU, what would you decide?

- I would choose to come to CWRU
- I would have some second thoughts
- I would choose not to come to CWRU

If you were to begin your career again, would you still want to be a faculty member?

- Definitely yes
- Probably yes
- Not sure
- Probably no
- Definitely no

OPEN-ENDED QUESTIONS

If you could change one or two things to make Case Western Reserve a better place to work, what would they be?

What contributes most to the quality of your work life at CWRU?