Faculty Climate Survey: 2018 Results by School

The Faculty Climate Survey (2018) was administered to full-time faculty, full-time lecturers, and research faculty at Case Western Reserve University hired on or before November 1, 2017. The survey was a continuation of the 2010 and 2014 surveys and was designed to help the university better understand the experience of and improve the academic environment for all faculty members. The 2018 Faculty Climate Survey collected information on the broad faculty experience, with items covering topics such as the atmosphere of the individual’s department, center, or school, campus climate, stressors, the process of tenure and promotion (for those who are tenure-track), and individuals’ perceptions of their department chair and dean.

The initial sample consisted of 3,397 faculty members. There were 791 surveys completed, resulting in a 23% response rate across all schools/divisions. Excluding the departments in Clinical Medicine (n = 2,102), the response rate jumped to 48%. The response rate by school ranged from 26% (Medicine-Basic Sciences) to 90% (MSASS). Frequencies and response rates for all schools/divisions are presented in Table 1.

Divisional breakdowns are based on the department of the primary appointment. A complete list of departments that comprise the divisions in the College of Arts and Sciences and the School of Medicine is provided in Appendix A.

Table 1. Response Rates by School

<table>
<thead>
<tr>
<th>School/Division</th>
<th>Total Sample</th>
<th>Survey Responses</th>
<th>Response Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Arts and Sciences - Arts, Humanities, and Social Sciences</td>
<td>208</td>
<td>138</td>
<td>66%</td>
</tr>
<tr>
<td>Arts and Sciences - Math and Natural Sciences</td>
<td>117</td>
<td>63</td>
<td>54%</td>
</tr>
<tr>
<td>Dental Medicine</td>
<td>75</td>
<td>58</td>
<td>77%</td>
</tr>
<tr>
<td>Engineering</td>
<td>138</td>
<td>59</td>
<td>43%</td>
</tr>
<tr>
<td>Law</td>
<td>46</td>
<td>20</td>
<td>43%</td>
</tr>
<tr>
<td>Management</td>
<td>74</td>
<td>43</td>
<td>58%</td>
</tr>
<tr>
<td>Medicine (Basic Sciences)</td>
<td>472</td>
<td>124</td>
<td>26%</td>
</tr>
<tr>
<td>Medicine (Clinical)</td>
<td>2,102</td>
<td>171</td>
<td>8%</td>
</tr>
<tr>
<td>MSASS</td>
<td>41</td>
<td>37</td>
<td>90%</td>
</tr>
<tr>
<td>Nursing</td>
<td>96</td>
<td>61</td>
<td>64%</td>
</tr>
<tr>
<td>Physical Education and Athletics</td>
<td>28</td>
<td>17</td>
<td>61%</td>
</tr>
<tr>
<td>Total</td>
<td>3,397</td>
<td>791</td>
<td>23%</td>
</tr>
<tr>
<td>Total excluding Clinical Medicine</td>
<td>1,295</td>
<td>620</td>
<td>48%</td>
</tr>
</tbody>
</table>

*Note.* Responses include only those instruments returned with at least 20% complete.

Women (29%) were more likely to complete the survey than men (20%), and tenured/in tenure track faculty (52%) were much more likely to complete the survey than faculty not in the tenure track (14%).
The international (33%) and African American (28%) samples returned the most surveys, followed by White (26%), Latino (18%), Asian (15%), and other/unknown (11%).

Appendix B (page 20) serves as an addendum to the data reported by school. At the request of the Faculty Senate, results for the College of Arts and Sciences and the School of Medicine were re-analyzed using additional groupings to the ones above.

Results from departments in the College of Arts and Sciences that represent the arts, humanities, and social sciences were further divided into two categories for the arts and humanities and the social sciences.

Results for Basic Science departments in the School of Medicine were adjusted to distinguish those faculty based at the main campus from those faculty based at affiliated hospitals – that is, Pathology faculty who are based at University Hospitals of Cleveland or another affiliated hospital, and Molecular Medicine faculty who are based at the Cleveland Clinic.

Resulting sample sizes, response rates, and tables are presented for these groupings in Appendix B.
### Table 2. Quality of Faculty Life

<table>
<thead>
<tr>
<th>Quality of Life Item</th>
<th>Response</th>
<th>All Faculty</th>
<th>CAS - A, H, SS</th>
<th>CAS - M, NS</th>
<th>DENT</th>
<th>ENGR</th>
<th>LAW</th>
<th>MED - Bas Sci</th>
<th>MED - Clinical</th>
<th>MGMT</th>
<th>NURS</th>
<th>ATHL</th>
<th>MSASS</th>
</tr>
</thead>
<tbody>
<tr>
<td>If you were to begin your career again, would you still want to be a faculty member?</td>
<td>Probably/Definitely yes</td>
<td>85%</td>
<td>85%</td>
<td>79%</td>
<td>90%</td>
<td>90%</td>
<td>100%</td>
<td>83%</td>
<td>81%</td>
<td>93%</td>
<td>85%</td>
<td>80%</td>
<td>83%</td>
</tr>
<tr>
<td>If you could decide all over again whether to be a faculty member at CWRU, what would you decide?</td>
<td>I would choose to come to CWRU</td>
<td>57%</td>
<td>59%</td>
<td>62%</td>
<td>58%</td>
<td>57%</td>
<td>77%</td>
<td>44%</td>
<td>47%</td>
<td>56%</td>
<td>71%</td>
<td>73%</td>
<td>72%</td>
</tr>
<tr>
<td>Overall, how satisfied are you with being a faculty member at Case Western Reserve University</td>
<td>Somewhat/Very satisfied</td>
<td>66%</td>
<td>64%</td>
<td>71%</td>
<td>59%</td>
<td>75%</td>
<td>81%</td>
<td>59%</td>
<td>52%</td>
<td>75%</td>
<td>84%</td>
<td>89%</td>
<td>87%</td>
</tr>
<tr>
<td>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?</td>
<td>Somewhat/Very satisfied</td>
<td>63%</td>
<td>61%</td>
<td>60%</td>
<td>74%</td>
<td>79%</td>
<td>71%</td>
<td>54%</td>
<td>53%</td>
<td>71%</td>
<td>74%</td>
<td>53%</td>
<td>78%</td>
</tr>
<tr>
<td>While at CWRU, do you feel as though you have received adequate mentoring?</td>
<td>Yes</td>
<td>45%</td>
<td>49%</td>
<td>52%</td>
<td>28%</td>
<td>50%</td>
<td>41%</td>
<td>51%</td>
<td>39%</td>
<td>31%</td>
<td>55%</td>
<td>40%</td>
<td>42%</td>
</tr>
<tr>
<td>Overall, how would you rate the reasonableness of your workload?</td>
<td>About right</td>
<td>54%</td>
<td>61%</td>
<td>52%</td>
<td>61%</td>
<td>53%</td>
<td>29%</td>
<td>51%</td>
<td>50%</td>
<td>56%</td>
<td>56%</td>
<td>61%</td>
<td>57%</td>
</tr>
<tr>
<td>CWRU is a comfortable place for me as a faculty member.</td>
<td>Somewhat/Strongly agree</td>
<td>79%</td>
<td>77%</td>
<td>83%</td>
<td>68%</td>
<td>82%</td>
<td>78%</td>
<td>76%</td>
<td>80%</td>
<td>88%</td>
<td>83%</td>
<td>88%</td>
<td>89%</td>
</tr>
<tr>
<td>In the next three years, how likely are you to leave Case Western Reserve University?</td>
<td>Somewhat/Very likely</td>
<td>36%</td>
<td>33%</td>
<td>15%</td>
<td>42%</td>
<td>37%</td>
<td>29%</td>
<td>44%</td>
<td>35%</td>
<td>41%</td>
<td>39%</td>
<td>43%</td>
<td>35%</td>
</tr>
</tbody>
</table>
## Table 3. Satisfaction with Resources, Services, and Responsibilities

| Overall, how satisfied are you with the following? (Somewhat/ Very Satisfied) | All Faculty | CAS – A, H, SS | CAS – M, NS | DENT | ENGR | LAW | MED – Bas Sci | MED – Clinical | MGMT | NURS | ATHL | MEASS |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Resources to support teaching | 54% | 60% | 70% | 60% | 58% | 81% | 40% | 30% | 74% | 80% | 71% | 80% |
| Resources to support research and scholarship | 45% | 46% | 51% | 32% | 50% | 67% | 35% | 35% | 51% | 72% | 65% | 62% |
| Library resources | 72% | 56% | 65% | 83% | 69% | 95% | 75% | 75% | 74% | 84% | n/a | 89% |
| Computing resources | 71% | 63% | 78% | 73% | 68% | 95% | 69% | 69% | 79% | 86% | 69% | 67% |
| Computing support staff | 70% | 69% | 76% | 68% | 65% | 90% | 72% | 72% | 78% | 78% | 90% | 71% |
| Clerical and administrative staff | 62% | 72% | 69% | 50% | 51% | 95% | 58% | 50% | 77% | 65% | 53% | 53% |
| Quality of graduate/professional students | 66% | 62% | 50% | 67% | 44% | 76% | 58% | 75% | 63% | 93% | n/a | 59% |
| Access to teaching assistants | 46% | 47% | 58% | 50% | 54% | 57% | 37% | 30% | 63% | 35% | n/a | 58% |
| Teaching responsibilities | 70% | 76% | 75% | 67% | 69% | 86% | 64% | 60% | 71% | 71% | 78% | 84% |
| Office space | 70% | 53% | 74% | 73% | 80% | 95% | 76% | 63% | 93% | 67% | 59% | 81% |
| Lab or research space | 56% | 41% | 50% | 39% | 62% | 67% | 72% | 55% | 53% | 48% | n/a | 70% |
| Classroom space | 59% | 45% | 63% | 73% | 62% | 71% | 58% | 59% | 70% | 41% | 63% | 88% |
| Advising responsibilities | 61% | 62% | 61% | 66% | 58% | 65% | 61% | 54% | 75% | 70% | n/a | 58% |
| Clinical responsibilities | 56% | n/a | n/a | 67% | n/a | 67% | 40% | 50% | n/a | 71% | n/a | n/a |
| Technical and research staff | 63% | 60% | 58% | 51% | 71% | 100% | 65% | 58% | 59% | 79% | n/a | 67% |
| Availability of nearby parking | 62% | 54% | 69% | 69% | 68% | 80% | 67% | 51% | 77% | 57% | 50% | 81% |
| Committee / administrative responsibilities | 51% | 47% | 53% | 63% | 42% | 67% | 47% | 47% | 53% | 66% | 65% | 56% |
| Salary | 46% | 33% | 49% | 43% | 46% | 67% | 42% | 44% | 53% | 65% | 47% | 65% |
| Benefits package (e.g., medical, vacation, etc.) | 70% | 73% | 68% | 86% | 63% | 71% | 61% | 59% | 80% | 87% | 71% | 77% |
| Time available for scholarly work | 43% | 44% | 45% | 56% | 44% | 33% | 38% | 41% | 42% | 44% | n/a | 56% |
| Support for securing grants | 45% | 43% | 52% | 38% | 48% | 69% | 38% | 39% | 30% | 72% | n/a | 59% |
| Other resources to support research | 39% | 33% | 37% | 34% | 32% | 64% | 36% | 36% | 30% | 66% | n/a | 64% |
| Start-up funds | 40% | 50% | 69% | 15% | 30% | 50% | 36% | 31% | 43% | 43% | 38% | 42% |
## Faculty Climate Survey 2018: Workload

### Table 4. Workload

During an academic year, how many hours is your typical work week?

<table>
<thead>
<tr>
<th>School / Division</th>
<th>All Faculty</th>
<th>CAS - A, H, SS</th>
<th>CAS - M, NS</th>
<th>DENT</th>
<th>ENGR</th>
<th>LAW</th>
<th>MED - Bas Sci</th>
<th>MED - Clinical</th>
<th>MGMT</th>
<th>NURS</th>
<th>ATHL</th>
<th>MSASS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professors</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>56</td>
<td>50</td>
<td>53</td>
<td>48</td>
<td>57</td>
<td>53</td>
<td>60</td>
<td>63</td>
<td>51</td>
<td>55</td>
<td>58</td>
<td>49</td>
</tr>
<tr>
<td>Associate Professors</td>
<td>53</td>
<td>49</td>
<td>55</td>
<td>38</td>
<td>59</td>
<td>n/a</td>
<td>55</td>
<td>59</td>
<td>52</td>
<td>55</td>
<td>50</td>
<td>57</td>
</tr>
<tr>
<td>Assistant Professors</td>
<td>53</td>
<td>55</td>
<td>53</td>
<td>37</td>
<td>52</td>
<td>43</td>
<td>59</td>
<td>55</td>
<td>48</td>
<td>52</td>
<td>63</td>
<td>47</td>
</tr>
<tr>
<td>Instructors</td>
<td>46</td>
<td>46</td>
<td>55</td>
<td>19</td>
<td>40</td>
<td>n/a</td>
<td>52</td>
<td>53</td>
<td>19</td>
<td>52</td>
<td>50</td>
<td>55</td>
</tr>
<tr>
<td>Lecturers</td>
<td>45</td>
<td>44</td>
<td>50</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>All Faculty</td>
<td>53</td>
<td>49</td>
<td>53</td>
<td>38</td>
<td>56</td>
<td>51</td>
<td>58</td>
<td>58</td>
<td>51</td>
<td>49</td>
<td>54</td>
<td>50</td>
</tr>
</tbody>
</table>

### Figure 1. “Overall, how would you rate the reasonableness of your workload?”

- **Much Too Light / Too Light**
- **About Right**
- **Too Heavy / Much Too Heavy**

![Bar chart showing workload satisfaction by school/division](chart.png)

- **DENT**: 3% (36% Much Too Light / Too Light, 61% About Right, 36% Too Heavy / Much Too Heavy)
- **ATHL**: 61% (61% Much Too Light / Too Light, 39% About Right, 39% Too Heavy / Much Too Heavy)
- **CAS - A, H, SS**: 61% (61% Much Too Light / Too Light, 39% About Right, 39% Too Heavy / Much Too Heavy)
- **MSASS**: 57% (43% Much Too Light / Too Light, 43% About Right, 39% Too Heavy / Much Too Heavy)
- **NURS**: 56% (44% Much Too Light / Too Light, 44% About Right, 44% Too Heavy / Much Too Heavy)
- **MGMT**: 56% (44% Much Too Light / Too Light, 44% About Right, 44% Too Heavy / Much Too Heavy)
- **All Faculty**: 54% (46% Much Too Light / Too Light, 46% About Right, 46% Too Heavy / Much Too Heavy)
- **CAS - M, NS**: 52% (46% Much Too Light / Too Light, 46% About Right, 46% Too Heavy / Much Too Heavy)
- **ENGR**: 53% (47% Much Too Light / Too Light, 47% About Right, 47% Too Heavy / Much Too Heavy)
- **MED - Bas Sci**: 51% (49% Much Too Light / Too Light, 49% About Right, 49% Too Heavy / Much Too Heavy)
- **MED - Clinical**: 50% (50% Much Too Light / Too Light, 50% About Right, 50% Too Heavy / Much Too Heavy)
- **LAW**: 29% (71% Much Too Light / Too Light, 29% About Right, 29% Too Heavy / Much Too Heavy)
## Table 5. Sources of Stress

<table>
<thead>
<tr>
<th>Source of Stress</th>
<th>All Faculty</th>
<th>CAS - A, H, SS</th>
<th>CAS - M, NS</th>
<th>DENT</th>
<th>ENGR</th>
<th>LAW</th>
<th>MED - Bas Sci.</th>
<th>MED - Clinical</th>
<th>MGMT</th>
<th>NURS</th>
<th>ATHL</th>
<th>MEASS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Securing funding for research</td>
<td>47%</td>
<td>31%</td>
<td>51%</td>
<td>33%</td>
<td>65%</td>
<td>22%</td>
<td>64%</td>
<td>51%</td>
<td>11%</td>
<td>42%</td>
<td>n/a</td>
<td>43%</td>
</tr>
<tr>
<td>Departmental or campus politics</td>
<td>36%</td>
<td>35%</td>
<td>16%</td>
<td>64%</td>
<td>18%</td>
<td>20%</td>
<td>38%</td>
<td>45%</td>
<td>47%</td>
<td>29%</td>
<td>20%</td>
<td>28%</td>
</tr>
<tr>
<td>Scholarly productivity</td>
<td>34%</td>
<td>28%</td>
<td>36%</td>
<td>36%</td>
<td>31%</td>
<td>35%</td>
<td>39%</td>
<td>30%</td>
<td>40%</td>
<td>45%</td>
<td>0%</td>
<td>27%</td>
</tr>
<tr>
<td>Clinical responsibilities</td>
<td>27%</td>
<td>10%</td>
<td>n/a</td>
<td>25%</td>
<td>n/a</td>
<td>15%</td>
<td>41%</td>
<td>13%</td>
<td>7%</td>
<td>33%</td>
<td>n/a</td>
<td></td>
</tr>
<tr>
<td>Managing a research group or grant (e.g., finances, personnel)</td>
<td>26%</td>
<td>19%</td>
<td>32%</td>
<td>14%</td>
<td>30%</td>
<td>20%</td>
<td>28%</td>
<td>25%</td>
<td>15%</td>
<td>35%</td>
<td>n/a</td>
<td>27%</td>
</tr>
<tr>
<td>Review/promotion process</td>
<td>25%</td>
<td>27%</td>
<td>27%</td>
<td>38%</td>
<td>18%</td>
<td>36%</td>
<td>21%</td>
<td>22%</td>
<td>20%</td>
<td>40%</td>
<td>14%</td>
<td>14%</td>
</tr>
<tr>
<td>Childcare</td>
<td>21%</td>
<td>29%</td>
<td>14%</td>
<td>18%</td>
<td>23%</td>
<td>23%</td>
<td>18%</td>
<td>21%</td>
<td>26%</td>
<td>11%</td>
<td>36%</td>
<td>14%</td>
</tr>
<tr>
<td>Care of someone who is ill, disabled, aging, or in need of special services</td>
<td>20%</td>
<td>23%</td>
<td>28%</td>
<td>7%</td>
<td>21%</td>
<td>29%</td>
<td>20%</td>
<td>17%</td>
<td>23%</td>
<td>29%</td>
<td>10%</td>
<td>13%</td>
</tr>
<tr>
<td>Managing household responsibilities</td>
<td>20%</td>
<td>22%</td>
<td>28%</td>
<td>10%</td>
<td>16%</td>
<td>20%</td>
<td>19%</td>
<td>21%</td>
<td>21%</td>
<td>14%</td>
<td>31%</td>
<td>15%</td>
</tr>
<tr>
<td>Teaching responsibilities</td>
<td>17%</td>
<td>17%</td>
<td>25%</td>
<td>19%</td>
<td>19%</td>
<td>40%</td>
<td>14%</td>
<td>4%</td>
<td>30%</td>
<td>28%</td>
<td>6%</td>
<td>12%</td>
</tr>
<tr>
<td>Committee and/or administrative responsibilities</td>
<td>16%</td>
<td>18%</td>
<td>14%</td>
<td>20%</td>
<td>11%</td>
<td>26%</td>
<td>20%</td>
<td>10%</td>
<td>21%</td>
<td>16%</td>
<td>0%</td>
<td>17%</td>
</tr>
<tr>
<td>Cost of living</td>
<td>12%</td>
<td>21%</td>
<td>15%</td>
<td>16%</td>
<td>2%</td>
<td>25%</td>
<td>12%</td>
<td>8%</td>
<td>5%</td>
<td>11%</td>
<td>24%</td>
<td>3%</td>
</tr>
<tr>
<td>Timing of departmental meetings and functions</td>
<td>10%</td>
<td>10%</td>
<td>8%</td>
<td>16%</td>
<td>6%</td>
<td>17%</td>
<td>8%</td>
<td>12%</td>
<td>2%</td>
<td>17%</td>
<td>6%</td>
<td>3%</td>
</tr>
<tr>
<td>Advising responsibilities</td>
<td>10%</td>
<td>12%</td>
<td>12%</td>
<td>4%</td>
<td>7%</td>
<td>22%</td>
<td>9%</td>
<td>5%</td>
<td>6%</td>
<td>16%</td>
<td>11%</td>
<td>12%</td>
</tr>
<tr>
<td>Your health</td>
<td>8%</td>
<td>10%</td>
<td>10%</td>
<td>7%</td>
<td>6%</td>
<td>21%</td>
<td>11%</td>
<td>6%</td>
<td>5%</td>
<td>4%</td>
<td>20%</td>
<td>3%</td>
</tr>
</tbody>
</table>
Table 6. Work Environment

Please indicate your agreement or disagreement with the following statements about the unit of your primary faculty appointment (i.e., department, center, or school): (Somewhat/Strongly Agree)

<table>
<thead>
<tr>
<th>Statement</th>
<th>All Faculty</th>
<th>CAS - A, H, SS</th>
<th>CAS - M, NS</th>
<th>DENT</th>
<th>ENGR</th>
<th>LAW</th>
<th>MED - Bas Sci</th>
<th>MED - Clinical</th>
<th>MGMT</th>
<th>NURS</th>
<th>ATHL</th>
<th>MSASS</th>
</tr>
</thead>
<tbody>
<tr>
<td>My department/unit is a good fit for me.</td>
<td>70%</td>
<td>66%</td>
<td>75%</td>
<td>62%</td>
<td>74%</td>
<td>84%</td>
<td>72%</td>
<td>64%</td>
<td>76%</td>
<td>79%</td>
<td>69%</td>
<td>76%</td>
</tr>
<tr>
<td>I can navigate the unwritten rules concerning how one is to conduct oneself as a faculty member.</td>
<td>68%</td>
<td>75%</td>
<td>71%</td>
<td>48%</td>
<td>66%</td>
<td>79%</td>
<td>65%</td>
<td>64%</td>
<td>81%</td>
<td>64%</td>
<td>69%</td>
<td>78%</td>
</tr>
<tr>
<td>My department/unit is a place where individual faculty may comfortably raise personal and/or family responsibilities when scheduling departmental/unit obligations.</td>
<td>68%</td>
<td>74%</td>
<td>71%</td>
<td>56%</td>
<td>72%</td>
<td>63%</td>
<td>69%</td>
<td>57%</td>
<td>83%</td>
<td>69%</td>
<td>87%</td>
<td>68%</td>
</tr>
<tr>
<td>My colleagues value my research/scholarship.</td>
<td>63%</td>
<td>55%</td>
<td>67%</td>
<td>62%</td>
<td>60%</td>
<td>47%</td>
<td>68%</td>
<td>66%</td>
<td>71%</td>
<td>62%</td>
<td>38%</td>
<td>74%</td>
</tr>
<tr>
<td>My chair/director/dean creates a collegial and supportive environment.</td>
<td>63%</td>
<td>70%</td>
<td>70%</td>
<td>33%</td>
<td>71%</td>
<td>68%</td>
<td>62%</td>
<td>58%</td>
<td>76%</td>
<td>59%</td>
<td>63%</td>
<td>70%</td>
</tr>
<tr>
<td>I feel that the climate and opportunities for female faculty in my department/unit are at least as good as those for male faculty.</td>
<td>62%</td>
<td>63%</td>
<td>67%</td>
<td>56%</td>
<td>75%</td>
<td>74%</td>
<td>63%</td>
<td>49%</td>
<td>76%</td>
<td>74%</td>
<td>75%</td>
<td>46%</td>
</tr>
<tr>
<td>I am satisfied with opportunities to collaborate with faculty in my primary department/unit.</td>
<td>59%</td>
<td>52%</td>
<td>54%</td>
<td>54%</td>
<td>62%</td>
<td>47%</td>
<td>68%</td>
<td>59%</td>
<td>60%</td>
<td>68%</td>
<td>36%</td>
<td>72%</td>
</tr>
</tbody>
</table>
Table 6. Work Environment (Continued)

<table>
<thead>
<tr>
<th>Statement</th>
<th>All Faculty</th>
<th>CAS - A, H, SS</th>
<th>CAS - M, NS</th>
<th>DENT</th>
<th>ENGR</th>
<th>LAW</th>
<th>MED - Bas Sci</th>
<th>MED - Clinical</th>
<th>MGMT</th>
<th>NURS</th>
<th>ATHL</th>
<th>MSAS</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am satisfied with opportunities to collaborate with faculty in other</td>
<td>56%</td>
<td>43%</td>
<td>66%</td>
<td>54%</td>
<td>70%</td>
<td>33%</td>
<td>70%</td>
<td>53%</td>
<td>39%</td>
<td>60%</td>
<td>64%</td>
<td>69%</td>
</tr>
<tr>
<td>units at CWRU.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I feel that the climate and opportunities for minority faculty in my</td>
<td>56%</td>
<td>49%</td>
<td>62%</td>
<td>59%</td>
<td>69%</td>
<td>47%</td>
<td>61%</td>
<td>45%</td>
<td>78%</td>
<td>64%</td>
<td>60%</td>
<td>43%</td>
</tr>
<tr>
<td>department/unit are at least as good as those for nonminority faculty.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I have a voice in the decision-making that affects the direction of my</td>
<td>54%</td>
<td>52%</td>
<td>65%</td>
<td>27%</td>
<td>71%</td>
<td>61%</td>
<td>57%</td>
<td>38%</td>
<td>76%</td>
<td>55%</td>
<td>60%</td>
<td>81%</td>
</tr>
<tr>
<td>department/unit.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Interdisciplinary research is recognized and rewarded by my department/</td>
<td>53%</td>
<td>43%</td>
<td>61%</td>
<td>43%</td>
<td>55%</td>
<td>56%</td>
<td>64%</td>
<td>46%</td>
<td>39%</td>
<td>69%</td>
<td>43%</td>
<td>66%</td>
</tr>
<tr>
<td>unit.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>My chair/director/dean helps me obtain the resources I need.</td>
<td>50%</td>
<td>55%</td>
<td>60%</td>
<td>35%</td>
<td>43%</td>
<td>67%</td>
<td>44%</td>
<td>42%</td>
<td>67%</td>
<td>55%</td>
<td>67%</td>
<td>68%</td>
</tr>
<tr>
<td>I have to work harder than some of my colleagues to be perceived as a</td>
<td>38%</td>
<td>44%</td>
<td>36%</td>
<td>39%</td>
<td>32%</td>
<td>47%</td>
<td>40%</td>
<td>36%</td>
<td>20%</td>
<td>42%</td>
<td>46%</td>
<td>46%</td>
</tr>
<tr>
<td>legitimate scholar.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I feel excluded from an informal network in my department/unit.</td>
<td>28%</td>
<td>27%</td>
<td>27%</td>
<td>44%</td>
<td>18%</td>
<td>47%</td>
<td>24%</td>
<td>29%</td>
<td>12%</td>
<td>28%</td>
<td>31%</td>
<td>25%</td>
</tr>
</tbody>
</table>

Faculty Climate Survey 2018: Work Environment
### Table 7. Leadership of the Dean

<table>
<thead>
<tr>
<th>My dean... (Somewhat / Strongly Agree)</th>
<th>All Faculty</th>
<th>A, H, SS</th>
<th>CAS - MNS</th>
<th>DENT</th>
<th>ENGR</th>
<th>LAW</th>
<th>MED - Bas Sci</th>
<th>MED - Clinical</th>
<th>MGMT</th>
<th>NURS</th>
<th>ATHL</th>
<th>MSASS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Maintains high academic standards.</td>
<td>64%</td>
<td>69%</td>
<td>78%</td>
<td>35%</td>
<td>59%</td>
<td>72%</td>
<td>60%</td>
<td>61%</td>
<td>45%</td>
<td>81%</td>
<td>57%</td>
<td>78%</td>
</tr>
<tr>
<td>Is an effective administrator.</td>
<td>52%</td>
<td>71%</td>
<td>70%</td>
<td>28%</td>
<td>59%</td>
<td>78%</td>
<td>41%</td>
<td>40%</td>
<td>26%</td>
<td>54%</td>
<td>56%</td>
<td>64%</td>
</tr>
<tr>
<td>Articulates clear criteria for tenure/promotion/evaluation.</td>
<td>53%</td>
<td>70%</td>
<td>72%</td>
<td>25%</td>
<td>51%</td>
<td>59%</td>
<td>46%</td>
<td>47%</td>
<td>25%</td>
<td>56%</td>
<td>33%</td>
<td>71%</td>
</tr>
<tr>
<td>Shows commitment to diversity.</td>
<td>64%</td>
<td>73%</td>
<td>75%</td>
<td>68%</td>
<td>77%</td>
<td>89%</td>
<td>57%</td>
<td>54%</td>
<td>32%</td>
<td>64%</td>
<td>67%</td>
<td>67%</td>
</tr>
<tr>
<td>Is open to constructive criticism.</td>
<td>41%</td>
<td>53%</td>
<td>55%</td>
<td>35%</td>
<td>58%</td>
<td>67%</td>
<td>21%</td>
<td>30%</td>
<td>29%</td>
<td>42%</td>
<td>22%</td>
<td>56%</td>
</tr>
<tr>
<td>Treats faculty in an even-handed way.</td>
<td>44%</td>
<td>58%</td>
<td>68%</td>
<td>33%</td>
<td>62%</td>
<td>77%</td>
<td>25%</td>
<td>31%</td>
<td>32%</td>
<td>41%</td>
<td>44%</td>
<td>58%</td>
</tr>
<tr>
<td>Articulates a clear vision.</td>
<td>47%</td>
<td>55%</td>
<td>63%</td>
<td>23%</td>
<td>51%</td>
<td>61%</td>
<td>40%</td>
<td>40%</td>
<td>45%</td>
<td>61%</td>
<td>33%</td>
<td>56%</td>
</tr>
<tr>
<td>Honors agreements.</td>
<td>50%</td>
<td>58%</td>
<td>74%</td>
<td>27%</td>
<td>60%</td>
<td>78%</td>
<td>34%</td>
<td>35%</td>
<td>37%</td>
<td>60%</td>
<td>63%</td>
<td>77%</td>
</tr>
<tr>
<td>Handles disputes/problems effectively.</td>
<td>40%</td>
<td>51%</td>
<td>63%</td>
<td>23%</td>
<td>44%</td>
<td>72%</td>
<td>23%</td>
<td>29%</td>
<td>30%</td>
<td>48%</td>
<td>50%</td>
<td>51%</td>
</tr>
<tr>
<td>Communicates consistently with faculty.</td>
<td>51%</td>
<td>61%</td>
<td>63%</td>
<td>30%</td>
<td>53%</td>
<td>78%</td>
<td>40%</td>
<td>41%</td>
<td>50%</td>
<td>66%</td>
<td>44%</td>
<td>64%</td>
</tr>
<tr>
<td>Articulates clear criteria for allocation of resources.</td>
<td>36%</td>
<td>44%</td>
<td>48%</td>
<td>26%</td>
<td>38%</td>
<td>67%</td>
<td>23%</td>
<td>28%</td>
<td>32%</td>
<td>47%</td>
<td>22%</td>
<td>49%</td>
</tr>
<tr>
<td>Provides an environment conducive to leading-edge research.</td>
<td>45%</td>
<td>50%</td>
<td>61%</td>
<td>23%</td>
<td>44%</td>
<td>65%</td>
<td>34%</td>
<td>38%</td>
<td>25%</td>
<td>76%</td>
<td>17%</td>
<td>60%</td>
</tr>
</tbody>
</table>
Table 8. Leadership of the Department Chair

<table>
<thead>
<tr>
<th>My department chair... (Somewhat / Strongly Agree)</th>
<th>All Faculty</th>
<th>CAS - A, H, SS</th>
<th>CAS - M, NS</th>
<th>DENT</th>
<th>ENGR</th>
<th>MED - Bas Sci</th>
<th>MED - Clinical</th>
<th>MGMT</th>
<th>NURS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Maintains high academic standards.</td>
<td>74%</td>
<td>76%</td>
<td>76%</td>
<td>63%</td>
<td>80%</td>
<td>75%</td>
<td>67%</td>
<td>85%</td>
<td>84%</td>
</tr>
<tr>
<td>Is an effective administrator.</td>
<td>65%</td>
<td>71%</td>
<td>59%</td>
<td>52%</td>
<td>64%</td>
<td>64%</td>
<td>65%</td>
<td>80%</td>
<td>78%</td>
</tr>
<tr>
<td>Articulates clear criteria for tenure/promotion/evaluation.</td>
<td>61%</td>
<td>65%</td>
<td>60%</td>
<td>48%</td>
<td>65%</td>
<td>59%</td>
<td>58%</td>
<td>76%</td>
<td>61%</td>
</tr>
<tr>
<td>Shows commitment to diversity.</td>
<td>68%</td>
<td>66%</td>
<td>74%</td>
<td>61%</td>
<td>79%</td>
<td>66%</td>
<td>64%</td>
<td>76%</td>
<td>77%</td>
</tr>
<tr>
<td>Is open to constructive criticism.</td>
<td>61%</td>
<td>61%</td>
<td>76%</td>
<td>54%</td>
<td>67%</td>
<td>55%</td>
<td>57%</td>
<td>74%</td>
<td>66%</td>
</tr>
<tr>
<td>Treats faculty in an even-handed way.</td>
<td>63%</td>
<td>67%</td>
<td>64%</td>
<td>55%</td>
<td>67%</td>
<td>58%</td>
<td>58%</td>
<td>74%</td>
<td>72%</td>
</tr>
<tr>
<td>Honors agreements.</td>
<td>68%</td>
<td>76%</td>
<td>71%</td>
<td>52%</td>
<td>80%</td>
<td>65%</td>
<td>60%</td>
<td>79%</td>
<td>77%</td>
</tr>
<tr>
<td>Handles disputes/problems effectively.</td>
<td>55%</td>
<td>59%</td>
<td>54%</td>
<td>41%</td>
<td>65%</td>
<td>51%</td>
<td>53%</td>
<td>64%</td>
<td>69%</td>
</tr>
<tr>
<td>Communicates consistently with faculty.</td>
<td>65%</td>
<td>71%</td>
<td>62%</td>
<td>54%</td>
<td>81%</td>
<td>62%</td>
<td>58%</td>
<td>74%</td>
<td>75%</td>
</tr>
<tr>
<td>Gives me useful feedback about my performance.</td>
<td>58%</td>
<td>56%</td>
<td>62%</td>
<td>54%</td>
<td>76%</td>
<td>59%</td>
<td>50%</td>
<td>67%</td>
<td>59%</td>
</tr>
<tr>
<td>Involves me in relevant decision-making processes.</td>
<td>58%</td>
<td>62%</td>
<td>61%</td>
<td>46%</td>
<td>72%</td>
<td>57%</td>
<td>50%</td>
<td>72%</td>
<td>65%</td>
</tr>
<tr>
<td>Articulates clear criteria for allocation of resources.</td>
<td>51%</td>
<td>53%</td>
<td>49%</td>
<td>34%</td>
<td>58%</td>
<td>48%</td>
<td>50%</td>
<td>63%</td>
<td>57%</td>
</tr>
<tr>
<td>Provides an environment conducive to leading-edge research.</td>
<td>58%</td>
<td>56%</td>
<td>66%</td>
<td>41%</td>
<td>61%</td>
<td>61%</td>
<td>56%</td>
<td>68%</td>
<td>58%</td>
</tr>
</tbody>
</table>

2 LAW, ATHL, NURS, and MSASS do not have a departmental structure and are excluded due to low response rates.
## Table 9. Mentoring Experiences

<table>
<thead>
<tr>
<th>Do you feel you have received adequate mentoring? (Yes)</th>
<th>All Faculty</th>
<th>CAS - A, H, SS</th>
<th>CAS - M, NS</th>
<th>DENT</th>
<th>ENGR</th>
<th>LAW</th>
<th>MED - Bas Sci</th>
<th>MED - Clinical</th>
<th>MGMT</th>
<th>NURS</th>
<th>ATHL</th>
<th>MSASS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professors</td>
<td>59%</td>
<td>59%</td>
<td>71%</td>
<td>71%</td>
<td>60%</td>
<td>56%</td>
<td>52%</td>
<td>54%</td>
<td>55%</td>
<td>78%</td>
<td>n/a</td>
<td>67%</td>
</tr>
<tr>
<td>Associate Professors</td>
<td>48%</td>
<td>62%</td>
<td>46%</td>
<td>27%</td>
<td>55%</td>
<td>n/a</td>
<td>57%</td>
<td>34%</td>
<td>36%</td>
<td>58%</td>
<td>n/a</td>
<td>43%</td>
</tr>
<tr>
<td>Assistant Professors</td>
<td>46%</td>
<td>64%</td>
<td>71%</td>
<td>38%</td>
<td>50%</td>
<td>n/a</td>
<td>48%</td>
<td>39%</td>
<td>22%</td>
<td>63%</td>
<td>n/a</td>
<td>47%</td>
</tr>
<tr>
<td>Instructors</td>
<td>50%</td>
<td>55%</td>
<td>33%</td>
<td>17%</td>
<td>n/a</td>
<td>n/a</td>
<td>63%</td>
<td>100%</td>
<td>n/a</td>
<td>44%</td>
<td>57%</td>
<td>33%</td>
</tr>
<tr>
<td>Lecturers</td>
<td>30%</td>
<td>33%</td>
<td>33%</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>All Faculty</td>
<td>51%</td>
<td>56%</td>
<td>59%</td>
<td>36%</td>
<td>57%</td>
<td>44%</td>
<td>54%</td>
<td>45%</td>
<td>38%</td>
<td>58%</td>
<td>50%</td>
<td>47%</td>
</tr>
</tbody>
</table>

| Have served as a mentor for another faculty member     | 68%         | 59%            | 76%         | 61%   | 62%  | 71% | 80%         | 65%           | 64%  | 66%  | 80%  | 72%   |
| Have had one or more formal mentors through programs administered by the university | 46%         | 58%            | 49%         | 36%   | 44%  | 47% | 52%         | 32%           | 29%  | 79%  | 7%   | 42%   |
Faculty Climate Survey 2018: Tenure (Tenured and Tenure-Track Faculty)

Tenure Criteria

Figure 2. “Do you agree the criteria for tenure are clearly communicated?”

<table>
<thead>
<tr>
<th>Department</th>
<th>Strongly/Somewhat Disagree</th>
<th>Neither Agree nor Disagree</th>
<th>Somewhat/Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>LAW</td>
<td>25%</td>
<td>75%</td>
<td>75%</td>
</tr>
<tr>
<td>CAS - M, NS</td>
<td>20%</td>
<td>6%</td>
<td>75%</td>
</tr>
<tr>
<td>CAS - A, H, SS</td>
<td>21%</td>
<td>15%</td>
<td>64%</td>
</tr>
<tr>
<td>MSASS</td>
<td>30%</td>
<td>7%</td>
<td>63%</td>
</tr>
<tr>
<td>NURS</td>
<td>35%</td>
<td>8%</td>
<td>58%</td>
</tr>
<tr>
<td>MED - Bas Sci</td>
<td>33%</td>
<td>11%</td>
<td>56%</td>
</tr>
<tr>
<td>ENGR</td>
<td>26%</td>
<td>20%</td>
<td>54%</td>
</tr>
<tr>
<td>MED - Clinical</td>
<td>44%</td>
<td>11%</td>
<td>45%</td>
</tr>
<tr>
<td>DENT</td>
<td>54%</td>
<td>20%</td>
<td>26%</td>
</tr>
</tbody>
</table>
Table 10. Criteria in the Tenure Process which are “Highly Valued”

<table>
<thead>
<tr>
<th>The extent to which the following criteria are “Highly Valued”:</th>
<th>All Faculty</th>
<th>CAS - A, H, S</th>
<th>CAS - M, NS</th>
<th>DENT</th>
<th>ENGR</th>
<th>LAW</th>
<th>MED - Bas Sci.</th>
<th>MED - Clinical</th>
<th>MGMT</th>
<th>NIURS</th>
<th>MEASS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Research/scholarly work</td>
<td>88%</td>
<td>92%</td>
<td>89%</td>
<td>83%</td>
<td>95%</td>
<td>88%</td>
<td>82%</td>
<td>92%</td>
<td>70%</td>
<td>95%</td>
<td>100%</td>
</tr>
<tr>
<td>Teaching contributions</td>
<td>23%</td>
<td>27%</td>
<td>30%</td>
<td>33%</td>
<td>23%</td>
<td>25%</td>
<td>13%</td>
<td>14%</td>
<td>30%</td>
<td>15%</td>
<td>42%</td>
</tr>
<tr>
<td>Service (i.e., committee work, etc.)</td>
<td>13%</td>
<td>12%</td>
<td>16%</td>
<td>25%</td>
<td>8%</td>
<td>13%</td>
<td>9%</td>
<td>13%</td>
<td>19%</td>
<td>11%</td>
<td>11%</td>
</tr>
<tr>
<td>Clinical work</td>
<td>10%</td>
<td>n/a</td>
<td>n/a</td>
<td>5%</td>
<td>n/a</td>
<td>n/a</td>
<td>32%</td>
<td>0%</td>
<td>n/a</td>
<td>0%</td>
<td>14%</td>
</tr>
<tr>
<td>Professional reputation</td>
<td>59%</td>
<td>59%</td>
<td>82%</td>
<td>56%</td>
<td>77%</td>
<td>50%</td>
<td>54%</td>
<td>60%</td>
<td>28%</td>
<td>50%</td>
<td>50%</td>
</tr>
<tr>
<td>Collegiality</td>
<td>18%</td>
<td>16%</td>
<td>33%</td>
<td>18%</td>
<td>19%</td>
<td>13%</td>
<td>10%</td>
<td>20%</td>
<td>21%</td>
<td>21%</td>
<td>11%</td>
</tr>
<tr>
<td>Fit with the department’s/ school’s mission</td>
<td>23%</td>
<td>15%</td>
<td>35%</td>
<td>26%</td>
<td>22%</td>
<td>25%</td>
<td>21%</td>
<td>15%</td>
<td>32%</td>
<td>30%</td>
<td>33%</td>
</tr>
<tr>
<td>Assessment by peers outside CWRU</td>
<td>70%</td>
<td>83%</td>
<td>86%</td>
<td>46%</td>
<td>76%</td>
<td>38%</td>
<td>61%</td>
<td>58%</td>
<td>78%</td>
<td>50%</td>
<td>72%</td>
</tr>
<tr>
<td>Obtaining grants/funding</td>
<td>71%</td>
<td>33%</td>
<td>75%</td>
<td>67%</td>
<td>90%</td>
<td>n/a</td>
<td>97%</td>
<td>97%</td>
<td>0%</td>
<td>95%</td>
<td>61%</td>
</tr>
</tbody>
</table>

Table 11. Criteria in the Tenure Process which are “Valued Appropriately”

<table>
<thead>
<tr>
<th>The extent to which the following criteria are “Valued Appropriately”:</th>
<th>All Faculty</th>
<th>CAS - A, H, S</th>
<th>CAS - M, NS</th>
<th>DENT</th>
<th>ENGR</th>
<th>LAW</th>
<th>MED - Bas Sci.</th>
<th>MED - Clinical</th>
<th>MGMT</th>
<th>NIURS</th>
<th>MEASS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Research/scholarly work</td>
<td>70%</td>
<td>75%</td>
<td>75%</td>
<td>52%</td>
<td>88%</td>
<td>75%</td>
<td>77%</td>
<td>74%</td>
<td>32%</td>
<td>42%</td>
<td>72%</td>
</tr>
<tr>
<td>Teaching contributions</td>
<td>40%</td>
<td>48%</td>
<td>42%</td>
<td>39%</td>
<td>50%</td>
<td>38%</td>
<td>30%</td>
<td>37%</td>
<td>32%</td>
<td>25%</td>
<td>56%</td>
</tr>
<tr>
<td>Service (i.e., committee work, etc.)</td>
<td>47%</td>
<td>49%</td>
<td>57%</td>
<td>48%</td>
<td>54%</td>
<td>50%</td>
<td>41%</td>
<td>46%</td>
<td>36%</td>
<td>30%</td>
<td>47%</td>
</tr>
<tr>
<td>Clinical work</td>
<td>33%</td>
<td>29%</td>
<td>n/a</td>
<td>30%</td>
<td>n/a</td>
<td>n/a</td>
<td>61%</td>
<td>25%</td>
<td>n/a</td>
<td>6%</td>
<td>29%</td>
</tr>
<tr>
<td>Professional reputation</td>
<td>67%</td>
<td>63%</td>
<td>76%</td>
<td>64%</td>
<td>78%</td>
<td>50%</td>
<td>73%</td>
<td>67%</td>
<td>48%</td>
<td>47%</td>
<td>68%</td>
</tr>
<tr>
<td>Collegiality</td>
<td>47%</td>
<td>45%</td>
<td>61%</td>
<td>44%</td>
<td>51%</td>
<td>50%</td>
<td>43%</td>
<td>43%</td>
<td>44%</td>
<td>33%</td>
<td>50%</td>
</tr>
<tr>
<td>Fit with the department’s/ school’s mission</td>
<td>66%</td>
<td>71%</td>
<td>73%</td>
<td>46%</td>
<td>68%</td>
<td>63%</td>
<td>60%</td>
<td>66%</td>
<td>54%</td>
<td>83%</td>
<td>71%</td>
</tr>
<tr>
<td>Assessment by peers outside CWRU</td>
<td>74%</td>
<td>72%</td>
<td>77%</td>
<td>76%</td>
<td>92%</td>
<td>63%</td>
<td>80%</td>
<td>69%</td>
<td>46%</td>
<td>78%</td>
<td>67%</td>
</tr>
<tr>
<td>Obtaining grants/funding</td>
<td>50%</td>
<td>56%</td>
<td>59%</td>
<td>42%</td>
<td>68%</td>
<td>n/a</td>
<td>34%</td>
<td>43%</td>
<td>47%</td>
<td>42%</td>
<td>65%</td>
</tr>
</tbody>
</table>
Faculty Climate Survey 2018: Tenure (Tenured and Tenure-Track Faculty)

Tenure Process

Table 12. Tenure Process Adjustments

<table>
<thead>
<tr>
<th>At any time since you started working at Case Western Reserve, have you received relief from teaching or other workload duties for personal reasons?</th>
<th>Marked Yes</th>
<th>All Faculty</th>
<th>CAS - A, H, SS</th>
<th>CAS - M, NS</th>
<th>DENT</th>
<th>ENGR</th>
<th>LAW</th>
<th>MED - Bas Sci</th>
<th>MED - Clinical</th>
<th>MGMT</th>
<th>NURS</th>
<th>MSASS</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>84</td>
<td>30</td>
<td>8</td>
<td>5</td>
<td>9</td>
<td>1</td>
<td>14</td>
<td>3</td>
<td>5</td>
<td>5</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>Group N</td>
<td>398</td>
<td>95</td>
<td>45</td>
<td>26</td>
<td>41</td>
<td>8</td>
<td>77</td>
<td>40</td>
<td>27</td>
<td>20</td>
<td>19</td>
<td></td>
</tr>
<tr>
<td>%</td>
<td>21%</td>
<td>32%</td>
<td>18%</td>
<td>19%</td>
<td>22%</td>
<td>13%</td>
<td>18%</td>
<td>8%</td>
<td>19%</td>
<td>25%</td>
<td>21%</td>
<td></td>
</tr>
</tbody>
</table>

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

| Somewhat/Very Supportive | 87% | 83% | 86% | 100% | 75% | n/a | 100% | n/a | 100% | 80% | 100% |

At any time since you started working at CWRU, have you had your tenure clock slowed or stopped for personal reasons?

| Marked Yes | 62 | 18 | 8 | 4 | 4 | 1 | 12 | 5 | 6 | 3 | 1 |
| Group N | 397 | 94 | 45 | 25 | 40 | 8 | 78 | 40 | 28 | 20 | 19 |
| % | 16% | 19% | 18% | 16% | 10% | 13% | 15% | 13% | 21% | 15% | 5% |

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

| Somewhat/Very Supportive | 70% | 67% | 100% | 75% | 50% | n/a | 75% | 80% | 50% | n/a | n/a |
Table 13. Outside Job Offers

<table>
<thead>
<tr>
<th>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/unit chair/dean?</th>
<th>All Faculty</th>
<th>CAS – A, H, SS</th>
<th>CAS – M, NS</th>
<th>DENT</th>
<th>ENGR</th>
<th>LAW</th>
<th>MED - Bas Sci</th>
<th>MED - Clinical</th>
<th>MGMT</th>
<th>NURS</th>
<th>ATHL</th>
<th>MSASS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number who marked &quot;yes&quot;</td>
<td>116</td>
<td>16</td>
<td>5</td>
<td>8</td>
<td>6</td>
<td>4</td>
<td>23</td>
<td>31</td>
<td>4</td>
<td>11</td>
<td>5</td>
<td>3</td>
</tr>
<tr>
<td>Group N</td>
<td>720</td>
<td>132</td>
<td>59</td>
<td>55</td>
<td>51</td>
<td>17</td>
<td>112</td>
<td>143</td>
<td>42</td>
<td>58</td>
<td>15</td>
<td>36</td>
</tr>
<tr>
<td>Percentage who marked &quot;yes&quot;</td>
<td>16%</td>
<td>12%</td>
<td>9%</td>
<td>15%</td>
<td>12%</td>
<td>24%</td>
<td>21%</td>
<td>22%</td>
<td>10%</td>
<td>19%</td>
<td>33%</td>
<td>8%</td>
</tr>
</tbody>
</table>

Adjustments made as a result (%)

| None | 51% | 38% | 40% | 75% | 33% | 75% | 35% | 61% | 36% | 0% | 27% | 60% | 67% |
| Salary | 39% | 50% | 40% | 13% | 17% | 0% | 61% | 36% | 0% | 27% | 60% | 67% |
| Administrative responsibilities | 13% | 0% | 0% | 25% | 0% | 0% | 22% | 13% | 0% | 18% | 20% | 33% |
| Equipment/laboratory/research start-up | 13% | 6% | 0% | 0% | 33% | 0% | 26% | 16% | 0% | 9% | 0% | 0% |
| Other | 11% | 25% | 0% | 13% | 17% | 0% | 9% | 13% | 0% | 0% | 20% | 0% |
| Course load | 4% | 6% | 0% | 0% | 0% | 0% | 4% | 0% | 0% | 9% | 40% | 0% |
| Employment for spouse/partner | 3% | 13% | 0% | 0% | 17% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Summer salary | 2% | 0% | 0% | 0% | 17% | 0% | 4% | 0% | 0% | 0% | 0% | 0% |
| Leave time | 1% | 0% | 0% | 0% | 0% | 25% | 0% | 0% | 0% | 0% | 0% | 0% |
| Special timing of the tenure clock | 1% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
Figure 3. In the next three years, how likely are you to leave CWRU?

![Bar chart showing likelihood of leaving CWRU for different faculties.](chart.png)
Table 14. Considered Reasons to Leave

| Have you considered the following as reasons to leave? (To a Great Extent) | All Faculty | CAS - A, H, SS | CAS - M, NS | DENT | ENGR | LAW | MED - Bas Sci | MED - Clinical | MGMT | NURS | ATHL | MSASS |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| To enhance your career in other ways | 45% | 44% | 42% | 36% | 27% | 54% | 56% | 38% | 40% | 57% | 24% | --- | --- |
| To find a more supportive work environment | 37% | 40% | 55% | 24% | 19% | 42% | 44% | 27% | 32% | 36% | 29% | --- | --- |
| To improve your research environment | 37% | 35% | 40% | 33% | 38% | 20% | 57% | 34% | 41% | 13% | 0% | 19% | --- |
| To increase your salary | 35% | 43% | 35% | 36% | 30% | 44% | 37% | 24% | 33% | 41% | 50% | 23% | --- |
| To increase your time to do research | 26% | 24% | 35% | 14% | 33% | 19% | 32% | 27% | 30% | 13% | 0% | 18% | --- |
| To reduce stress | 23% | 25% | 13% | 37% | 13% | 19% | 19% | 31% | 5% | 24% | 36% | 16% | --- |
| To improve your prospects for tenure | 17% | 21% | 13% | 17% | 17% | 0% | 20% | 16% | 10% | 18% | 29% | 5% | --- |
| Retirement | 13% | 12% | 14% | 11% | 14% | 19% | 7% | 15% | 12% | 17% | 9% | 24% | --- |
| To improve the employment situation of your spouse/ partner | 12% | 18% | 10% | 15% | 18% | 13% | 10% | 11% | 9% | 3% | 10% | 4% | --- |
| To pursue a nonacademic job | 10% | 8% | 10% | 13% | 0% | 25% | 9% | 10% | 9% | 17% | 0% | 15% | --- |
| To address other family-related issues | 9% | 4% | 10% | 18% | 5% | 13% | 5% | 12% | 9% | 12% | 18% | 3% | --- |
| To address child-related issues | 5% | 3% | 0% | 10% | 0% | 7% | 7% | 6% | 3% | 0% | 0% | 4% | --- |
| To lower your cost of living | 3% | 3% | 2% | 3% | 0% | 6% | 1% | 5% | 0% | 4% | 21% | 0% | --- |
| Other, please specify | 55% | 58% | 50% | 67% | 33% | 43% | 57% | 59% | 50% | 83% | 0% | 33% | --- |

---

3 “Other” reasons specified include career change/advancement, improved fit, relocation for family/personal reasons, and many other reasons that may or may not be included in the list of reasons provided above.
Additional Information

For additional information about the Faculty Climate Survey or this report, please contact:

Donald Feke, PhD, Vice Provost for Undergraduate Education and Academic and Faculty Affairs; Donald.Feke@case.edu or (216) 368-4389
Charles Rozek, PhD, Vice Provost for Graduate Education and Academic and Faculty Affairs; Charles.Rozek@case.edu or (216) 368-4390

The analysis in this report was completed by Edward Bolden, PhD, Associate Director of Institutional Research; Edward.Bolden@case.edu or (216) 368-1500
### APPENDIX A: Departments in Arts and Sciences and Medicine

<table>
<thead>
<tr>
<th>Arts and Sciences - Arts, Humanities, and Social Sciences</th>
</tr>
</thead>
<tbody>
<tr>
<td>Anthropology</td>
</tr>
<tr>
<td>Art History and Art</td>
</tr>
<tr>
<td>Classics</td>
</tr>
<tr>
<td>Cognitive Science</td>
</tr>
<tr>
<td>Dance</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Arts and Sciences - Math and Natural Sciences</th>
</tr>
</thead>
<tbody>
<tr>
<td>Astronomy</td>
</tr>
<tr>
<td>Biology</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Medicine - Basic Sciences</th>
</tr>
</thead>
<tbody>
<tr>
<td>Anatomy</td>
</tr>
<tr>
<td>Biochemistry</td>
</tr>
<tr>
<td>Bioethics</td>
</tr>
<tr>
<td>Biomedical Engineering¹</td>
</tr>
<tr>
<td>Environmental Health Sciences</td>
</tr>
</tbody>
</table>

¹ Includes only those Biomedical Engineering faculty with an appointment based in the School of Medicine

<table>
<thead>
<tr>
<th>Medicine - Clinical</th>
</tr>
</thead>
<tbody>
<tr>
<td>Anesthesiology</td>
</tr>
<tr>
<td>Anesthesiology and Perioperative</td>
</tr>
<tr>
<td>Medicine</td>
</tr>
<tr>
<td>Dermatology</td>
</tr>
<tr>
<td>Emergency Medicine</td>
</tr>
<tr>
<td>Family Medicine</td>
</tr>
<tr>
<td>Family Medicine and Community Health</td>
</tr>
<tr>
<td>Neurological Surgery</td>
</tr>
</tbody>
</table>

Several departments in the School of Medicine include both basic science and clinical faculty. For this report, however, faculty are categorized by their appointing department, and not by their role within that department.
APPENDIX B: Addendum for Medicine and Arts and Sciences

The tables in this addendum reflect the same data presented in earlier publications of the results, adjusted for updated groupings as described on page 2. Response rates for the adjusted groups are presented in Table 1.

Table 1. Response Rates by Adjusted Group

<table>
<thead>
<tr>
<th>Adjusted Group</th>
<th>Sample</th>
<th>Responses</th>
<th>Response Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medicine – Basic Sciences</td>
<td>248</td>
<td>112</td>
<td>45%</td>
</tr>
<tr>
<td>Medicine – Basic Sciences, affiliated hospitals⁴</td>
<td>224</td>
<td>12</td>
<td>5%</td>
</tr>
<tr>
<td>Medicine – Clinical</td>
<td>2,102</td>
<td>171</td>
<td>8%</td>
</tr>
<tr>
<td>Math and Natural Sciences</td>
<td>117</td>
<td>63</td>
<td>54%</td>
</tr>
<tr>
<td>Arts and Humanities</td>
<td>154</td>
<td>102</td>
<td>66%</td>
</tr>
<tr>
<td>Social Sciences</td>
<td>54</td>
<td>36</td>
<td>67%</td>
</tr>
</tbody>
</table>

⁴ As described on page 2. Because of the small number of respondents, results for this group of faculty are not provided in the tables below.

Note. Responses include only those instruments returned with at least 20% complete.
Quality of Faculty Life

Table 2 provides a snapshot of responses on items related to quality of life for these adjusted groups.

<table>
<thead>
<tr>
<th>Quality of Life Item</th>
<th>Response</th>
<th>Medicine-Base Sciences</th>
<th>Medicine-Clinical</th>
<th>Math/Natural Sciences</th>
<th>Arts and Humanities</th>
<th>Social Sciences</th>
</tr>
</thead>
<tbody>
<tr>
<td>If you were to begin your career again, would you still want to be a faculty member?</td>
<td>Probably/Definitely yes</td>
<td>83%</td>
<td>81%</td>
<td>79%</td>
<td>84%</td>
<td>89%</td>
</tr>
<tr>
<td>If you could decide all over again whether to be a faculty member at CWRU, what would you decide?</td>
<td>I would choose to come to CWRU</td>
<td>46%</td>
<td>47%</td>
<td>62%</td>
<td>59%</td>
<td>61%</td>
</tr>
<tr>
<td>Overall, how satisfied are you with being a faculty member at Case Western Reserve University?</td>
<td>Somewhat/Very satisfied (Very satisfied)</td>
<td>61% (20%)</td>
<td>52% (17%)</td>
<td>71% (37%)</td>
<td>62% (29%)</td>
<td>70% (28%)</td>
</tr>
<tr>
<td>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?</td>
<td>Somewhat/Very satisfied</td>
<td>53%</td>
<td>53%</td>
<td>60%</td>
<td>62%</td>
<td>58%</td>
</tr>
<tr>
<td>While at CWRU, do you feel as though you have received adequate mentoring?</td>
<td>Yes</td>
<td>55%</td>
<td>39%</td>
<td>52%</td>
<td>52%</td>
<td>66%</td>
</tr>
<tr>
<td>Overall, how would you rate the reasonableness of your workload?</td>
<td>About right</td>
<td>50%</td>
<td>50%</td>
<td>52%</td>
<td>66%</td>
<td>46%</td>
</tr>
<tr>
<td>CWRU is a comfortable place for me as a faculty member.</td>
<td>Somewhat/Strongly agree</td>
<td>75%</td>
<td>80%</td>
<td>83%</td>
<td>79%</td>
<td>69%</td>
</tr>
<tr>
<td>In the next three years, how likely are you to leave Case Western Reserve University?</td>
<td>Somewhat/Very likely</td>
<td>44%</td>
<td>35%</td>
<td>15%</td>
<td>35%</td>
<td>28%</td>
</tr>
</tbody>
</table>
## Satisfaction with Resources

Satisfaction with resources is presented in Table 3.

<table>
<thead>
<tr>
<th>Overall, how satisfied are you with the following? (Somewhat/ Very Satisfied)</th>
<th>Medicine- Basic Sciences</th>
<th>Medicine- Clinical</th>
<th>Math/Natural Sciences</th>
<th>Arts and Humanities</th>
<th>Social Sciences</th>
</tr>
</thead>
<tbody>
<tr>
<td>Resources to support teaching</td>
<td>42%</td>
<td>30%</td>
<td>70%</td>
<td>64%</td>
<td>50%</td>
</tr>
<tr>
<td>Resources to support research and scholarship</td>
<td>35%</td>
<td>35%</td>
<td>51%</td>
<td>50%</td>
<td>33%</td>
</tr>
<tr>
<td>Library resources</td>
<td>76%</td>
<td>75%</td>
<td>65%</td>
<td>51%</td>
<td>69%</td>
</tr>
<tr>
<td>Computing resources</td>
<td>71%</td>
<td>69%</td>
<td>78%</td>
<td>62%</td>
<td>68%</td>
</tr>
<tr>
<td>Computing support staff</td>
<td>75%</td>
<td>62%</td>
<td>76%</td>
<td>69%</td>
<td>69%</td>
</tr>
<tr>
<td>Clerical and administrative staff</td>
<td>59%</td>
<td>50%</td>
<td>69%</td>
<td>71%</td>
<td>74%</td>
</tr>
<tr>
<td>Quality of graduate/professional students</td>
<td>58%</td>
<td>75%</td>
<td>50%</td>
<td>63%</td>
<td>61%</td>
</tr>
<tr>
<td>Access to teaching assistants</td>
<td>38%</td>
<td>30%</td>
<td>58%</td>
<td>53%</td>
<td>37%</td>
</tr>
<tr>
<td>Teaching responsibilities</td>
<td>67%</td>
<td>60%</td>
<td>75%</td>
<td>80%</td>
<td>64%</td>
</tr>
<tr>
<td>Office space</td>
<td>77%</td>
<td>63%</td>
<td>74%</td>
<td>46%</td>
<td>71%</td>
</tr>
<tr>
<td>Lab or research space</td>
<td>73%</td>
<td>55%</td>
<td>50%</td>
<td>23%</td>
<td>64%</td>
</tr>
<tr>
<td>Classroom space</td>
<td>59%</td>
<td>59%</td>
<td>63%</td>
<td>44%</td>
<td>50%</td>
</tr>
<tr>
<td>Advising responsibilities</td>
<td>64%</td>
<td>54%</td>
<td>61%</td>
<td>65%</td>
<td>53%</td>
</tr>
<tr>
<td>Technical and research staff</td>
<td>67%</td>
<td>58%</td>
<td>58%</td>
<td>60%</td>
<td>58%</td>
</tr>
<tr>
<td>Availability of nearby parking</td>
<td>68%</td>
<td>51%</td>
<td>69%</td>
<td>51%</td>
<td>60%</td>
</tr>
<tr>
<td>Committee / administrative responsibilities</td>
<td>48%</td>
<td>47%</td>
<td>53%</td>
<td>50%</td>
<td>40%</td>
</tr>
<tr>
<td>Salary</td>
<td>41%</td>
<td>44%</td>
<td>49%</td>
<td>33%</td>
<td>34%</td>
</tr>
<tr>
<td>Benefits package (e.g., medical, vacation, etc.)</td>
<td>62%</td>
<td>59%</td>
<td>68%</td>
<td>73%</td>
<td>74%</td>
</tr>
<tr>
<td>Time available for scholarly work</td>
<td>39%</td>
<td>41%</td>
<td>45%</td>
<td>48%</td>
<td>32%</td>
</tr>
<tr>
<td>Support for securing grants</td>
<td>40%</td>
<td>39%</td>
<td>52%</td>
<td>45%</td>
<td>39%</td>
</tr>
<tr>
<td>Other resources to support research</td>
<td>37%</td>
<td>36%</td>
<td>37%</td>
<td>36%</td>
<td>27%</td>
</tr>
<tr>
<td>Start-up funds</td>
<td>36%</td>
<td>31%</td>
<td>69%</td>
<td>45%</td>
<td>64%</td>
</tr>
</tbody>
</table>
Workload

The average hours per week for each faculty rank are provided in Table 4.

<table>
<thead>
<tr>
<th>During an academic year, how many hours is your typical work week?</th>
<th>Medicine- Basic Sciences</th>
<th>Medicine- Clinical</th>
<th>Math/ Natural Sciences</th>
<th>Arts and Humanities</th>
<th>Social Sciences</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professors</td>
<td>60</td>
<td>63</td>
<td>53</td>
<td>48</td>
<td>56</td>
</tr>
<tr>
<td>Associate Professors</td>
<td>55</td>
<td>59</td>
<td>55</td>
<td>48</td>
<td>51</td>
</tr>
<tr>
<td>Assistant Professors</td>
<td>59</td>
<td>55</td>
<td>53</td>
<td>52</td>
<td>59</td>
</tr>
<tr>
<td>Instructors</td>
<td>52</td>
<td>53</td>
<td>55</td>
<td>45</td>
<td>55</td>
</tr>
<tr>
<td>Lecturers</td>
<td>n/a</td>
<td>n/a</td>
<td>50</td>
<td>44</td>
<td>48</td>
</tr>
<tr>
<td>All Faculty</td>
<td>58</td>
<td>58</td>
<td>53</td>
<td>47</td>
<td>54</td>
</tr>
</tbody>
</table>

Stress

The next section addressed faculty stress. The results are presented in Table 5.

<table>
<thead>
<tr>
<th>To what extent have the following been a source of stress for you over the past twelve months? (Extensively)</th>
<th>Medicine- Basic Sciences</th>
<th>Medicine- Clinical</th>
<th>Math/ Natural Sciences</th>
<th>Arts and Humanities</th>
<th>Social Sciences</th>
</tr>
</thead>
<tbody>
<tr>
<td>Securing funding for research</td>
<td>64%</td>
<td>51%</td>
<td>51%</td>
<td>27%</td>
<td>40%</td>
</tr>
<tr>
<td>Departmental or campus politics</td>
<td>38%</td>
<td>45%</td>
<td>16%</td>
<td>37%</td>
<td>29%</td>
</tr>
<tr>
<td>Scholarly productivity</td>
<td>41%</td>
<td>30%</td>
<td>36%</td>
<td>23%</td>
<td>42%</td>
</tr>
<tr>
<td>Managing a research group or grant (e.g., finances, personnel)</td>
<td>28%</td>
<td>25%</td>
<td>32%</td>
<td>16%</td>
<td>22%</td>
</tr>
<tr>
<td>Review/promotion process</td>
<td>20%</td>
<td>22%</td>
<td>27%</td>
<td>24%</td>
<td>33%</td>
</tr>
<tr>
<td>Childcare</td>
<td>19%</td>
<td>21%</td>
<td>14%</td>
<td>30%</td>
<td>27%</td>
</tr>
<tr>
<td>Care of someone who is ill, disabled, aging, or in need of special services</td>
<td>16%</td>
<td>17%</td>
<td>28%</td>
<td>22%</td>
<td>25%</td>
</tr>
<tr>
<td>Managing household responsibilities</td>
<td>20%</td>
<td>21%</td>
<td>28%</td>
<td>22%</td>
<td>23%</td>
</tr>
<tr>
<td>Teaching responsibilities</td>
<td>16%</td>
<td>4%</td>
<td>25%</td>
<td>16%</td>
<td>22%</td>
</tr>
<tr>
<td>Committee and/or administrative responsibilities</td>
<td>21%</td>
<td>10%</td>
<td>14%</td>
<td>17%</td>
<td>21%</td>
</tr>
<tr>
<td>Cost of living</td>
<td>13%</td>
<td>8%</td>
<td>15%</td>
<td>21%</td>
<td>19%</td>
</tr>
<tr>
<td>Timing of departmental meetings and functions</td>
<td>6%</td>
<td>12%</td>
<td>8%</td>
<td>9%</td>
<td>14%</td>
</tr>
<tr>
<td>Advising responsibilities</td>
<td>10%</td>
<td>5%</td>
<td>12%</td>
<td>8%</td>
<td>22%</td>
</tr>
<tr>
<td>Your health</td>
<td>9%</td>
<td>6%</td>
<td>10%</td>
<td>13%</td>
<td>3%</td>
</tr>
</tbody>
</table>
Feelings about the department/unit were also explored. They are presented in Table 6.

Table 6. Feelings about Department/Unit

<table>
<thead>
<tr>
<th>Statement</th>
<th>Medicine-Basic Sc.</th>
<th>Medicine-Clinical</th>
<th>Natural Sci.</th>
<th>Humanities</th>
<th>Arts and Sciences</th>
<th>Social Sciences</th>
</tr>
</thead>
<tbody>
<tr>
<td>My department/unit is a good fit for me.</td>
<td>71%</td>
<td>64%</td>
<td>75%</td>
<td>68%</td>
<td>61%</td>
<td></td>
</tr>
<tr>
<td>I can navigate the unwritten rules concerning how one is to conduct oneself as a faculty member.</td>
<td>64%</td>
<td>64%</td>
<td>71%</td>
<td>76%</td>
<td>72%</td>
<td></td>
</tr>
<tr>
<td>My department/unit is a place where faculty may comfortably raise personal and/or family responsibilities when scheduling departmental/unit obligations.</td>
<td>70%</td>
<td>57%</td>
<td>71%</td>
<td>75%</td>
<td>72%</td>
<td></td>
</tr>
<tr>
<td>My colleagues value my research/scholarship.</td>
<td>68%</td>
<td>66%</td>
<td>67%</td>
<td>56%</td>
<td>53%</td>
<td></td>
</tr>
<tr>
<td>My chair/director/dean creates a collegial and supportive environment.</td>
<td>61%</td>
<td>58%</td>
<td>70%</td>
<td>75%</td>
<td>58%</td>
<td></td>
</tr>
<tr>
<td>I feel that the climate and opportunities for female faculty in my department/unit are at least as good as those for male faculty.</td>
<td>63%</td>
<td>49%</td>
<td>67%</td>
<td>66%</td>
<td>56%</td>
<td></td>
</tr>
<tr>
<td>I am satisfied with opportunities to collaborate with faculty in my primary department/unit.</td>
<td>67%</td>
<td>59%</td>
<td>54%</td>
<td>56%</td>
<td>40%</td>
<td></td>
</tr>
<tr>
<td>I am satisfied with opportunities to collaborate with faculty in other units at CWRU.</td>
<td>69%</td>
<td>53%</td>
<td>66%</td>
<td>41%</td>
<td>47%</td>
<td></td>
</tr>
<tr>
<td>I feel that the climate and opportunities for minority faculty in my department/unit are at least as good as those for nonminority faculty.</td>
<td>63%</td>
<td>45%</td>
<td>62%</td>
<td>49%</td>
<td>48%</td>
<td></td>
</tr>
<tr>
<td>I have a voice in the decision-making that affects the direction of my department/unit.</td>
<td>59%</td>
<td>38%</td>
<td>65%</td>
<td>52%</td>
<td>53%</td>
<td></td>
</tr>
<tr>
<td>Interdisciplinary research is recognized and rewarded by my department/unit.</td>
<td>64%</td>
<td>46%</td>
<td>61%</td>
<td>39%</td>
<td>53%</td>
<td></td>
</tr>
<tr>
<td>My chair/director/dean helps me obtain the resources I need.</td>
<td>42%</td>
<td>42%</td>
<td>60%</td>
<td>59%</td>
<td>42%</td>
<td></td>
</tr>
<tr>
<td>I have to work harder than some of my colleagues to be perceived as a legitimate scholar.</td>
<td>39%</td>
<td>36%</td>
<td>36%</td>
<td>44%</td>
<td>46%</td>
<td></td>
</tr>
<tr>
<td>I feel excluded from an informal network in my department/unit.</td>
<td>24%</td>
<td>29%</td>
<td>27%</td>
<td>26%</td>
<td>31%</td>
<td></td>
</tr>
</tbody>
</table>
Leadership of the Dean

The dean items are presented in Table 7.

Table 7. Leadership of the Dean

<table>
<thead>
<tr>
<th>My dean... (Somewhat / Strongly Agree)</th>
<th>Medicine- Basic Sciences</th>
<th>Medicine-Clinical</th>
<th>Math/ Natural Sciences</th>
<th>Arts and Humanities</th>
<th>Social Sciences</th>
</tr>
</thead>
<tbody>
<tr>
<td>Maintains high academic standards.</td>
<td>61%</td>
<td>61%</td>
<td>78%</td>
<td>70%</td>
<td>66%</td>
</tr>
<tr>
<td>Is an effective administrator.</td>
<td>41%</td>
<td>40%</td>
<td>70%</td>
<td>75%</td>
<td>61%</td>
</tr>
<tr>
<td>Articulates clear criteria for tenure/ promotion/evaluation.</td>
<td>48%</td>
<td>47%</td>
<td>72%</td>
<td>74%</td>
<td>62%</td>
</tr>
<tr>
<td>Shows commitment to diversity.</td>
<td>58%</td>
<td>54%</td>
<td>75%</td>
<td>73%</td>
<td>74%</td>
</tr>
<tr>
<td>Is open to constructive criticism.</td>
<td>21%</td>
<td>30%</td>
<td>55%</td>
<td>56%</td>
<td>45%</td>
</tr>
<tr>
<td>Treats faculty in an even-handed way.</td>
<td>26%</td>
<td>31%</td>
<td>68%</td>
<td>60%</td>
<td>53%</td>
</tr>
<tr>
<td>Articulates a clear vision.</td>
<td>40%</td>
<td>40%</td>
<td>63%</td>
<td>59%</td>
<td>44%</td>
</tr>
<tr>
<td>Honors agreements.</td>
<td>34%</td>
<td>35%</td>
<td>74%</td>
<td>62%</td>
<td>47%</td>
</tr>
<tr>
<td>Handles disputes/problems effectively.</td>
<td>22%</td>
<td>29%</td>
<td>63%</td>
<td>52%</td>
<td>46%</td>
</tr>
<tr>
<td>Communicates consistently with faculty.</td>
<td>40%</td>
<td>41%</td>
<td>63%</td>
<td>62%</td>
<td>57%</td>
</tr>
<tr>
<td>Articulates clear criteria for allocation of resources.</td>
<td>24%</td>
<td>28%</td>
<td>48%</td>
<td>48%</td>
<td>31%</td>
</tr>
<tr>
<td>Provides an environment conducive to leading-edge research.</td>
<td>34%</td>
<td>38%</td>
<td>61%</td>
<td>52%</td>
<td>42%</td>
</tr>
</tbody>
</table>
Leadership of the Department Chair

The department chair items are presented in Table 8.

Table 8. Leadership of the Department Chair

<table>
<thead>
<tr>
<th>My department chair... (Somewhat / Strongly Agree)</th>
<th>Medicine-Basic Sciences</th>
<th>Medicine-Clinical</th>
<th>Math/Natural Sciences</th>
<th>Arts and Humanities</th>
<th>Social Sciences</th>
</tr>
</thead>
<tbody>
<tr>
<td>Maintains high academic standards.</td>
<td>74%</td>
<td>67%</td>
<td>76%</td>
<td>77%</td>
<td>75%</td>
</tr>
<tr>
<td>Is an effective administrator.</td>
<td>62%</td>
<td>65%</td>
<td>59%</td>
<td>76%</td>
<td>58%</td>
</tr>
<tr>
<td>Articulates clear criteria for tenure/promotion/evaluation.</td>
<td>58%</td>
<td>58%</td>
<td>60%</td>
<td>68%</td>
<td>59%</td>
</tr>
<tr>
<td>Shows commitment to diversity.</td>
<td>67%</td>
<td>64%</td>
<td>74%</td>
<td>64%</td>
<td>69%</td>
</tr>
<tr>
<td>Is open to constructive criticism.</td>
<td>56%</td>
<td>57%</td>
<td>76%</td>
<td>67%</td>
<td>47%</td>
</tr>
<tr>
<td>Treats faculty in an even-handed way.</td>
<td>58%</td>
<td>58%</td>
<td>64%</td>
<td>74%</td>
<td>50%</td>
</tr>
<tr>
<td>Honors agreements.</td>
<td>66%</td>
<td>60%</td>
<td>71%</td>
<td>77%</td>
<td>72%</td>
</tr>
<tr>
<td>Handles disputes/problems effectively.</td>
<td>51%</td>
<td>53%</td>
<td>54%</td>
<td>64%</td>
<td>44%</td>
</tr>
<tr>
<td>Communicates consistently with faculty.</td>
<td>65%</td>
<td>58%</td>
<td>62%</td>
<td>80%</td>
<td>50%</td>
</tr>
<tr>
<td>Gives me useful feedback about my performance.</td>
<td>61%</td>
<td>50%</td>
<td>62%</td>
<td>56%</td>
<td>56%</td>
</tr>
<tr>
<td>Involves me in relevant decision-making processes.</td>
<td>59%</td>
<td>50%</td>
<td>61%</td>
<td>64%</td>
<td>58%</td>
</tr>
<tr>
<td>Articulates clear criteria for allocation of resources.</td>
<td>50%</td>
<td>50%</td>
<td>49%</td>
<td>58%</td>
<td>42%</td>
</tr>
<tr>
<td>Provides an environment conducive to leading-edge research.</td>
<td>60%</td>
<td>56%</td>
<td>66%</td>
<td>57%</td>
<td>54%</td>
</tr>
</tbody>
</table>
Mentoring

Faculty were asked if they felt they received adequate mentoring, whether they had one or more formal mentors, and whether or not they have served as a mentor themselves for another faculty member. The results are provided in Table 9.

Table 9. Mentoring

<table>
<thead>
<tr>
<th>Do you feel you have received adequate mentoring? (Yes)</th>
<th>Medicine-Basic Sciences</th>
<th>Medicine-Clinical</th>
<th>Math/Natural Sciences</th>
<th>Arts and Humanities</th>
<th>Social Sciences</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professors</td>
<td>56%</td>
<td>54%</td>
<td>71%</td>
<td>35%</td>
<td>93%</td>
</tr>
<tr>
<td>Associate Professors</td>
<td>58%</td>
<td>34%</td>
<td>46%</td>
<td>67%</td>
<td>50%</td>
</tr>
<tr>
<td>Assistant Professors</td>
<td>48%</td>
<td>39%</td>
<td>71%</td>
<td>75%</td>
<td>50%</td>
</tr>
<tr>
<td>Instructors</td>
<td>57%</td>
<td>100%</td>
<td>33%</td>
<td>60%</td>
<td>n/a</td>
</tr>
<tr>
<td>Lecturers</td>
<td>n/a</td>
<td>n/a</td>
<td>33%</td>
<td>35%</td>
<td>n/a</td>
</tr>
<tr>
<td>All Faculty</td>
<td>55%</td>
<td>45%</td>
<td>59%</td>
<td>52%</td>
<td>66%</td>
</tr>
</tbody>
</table>

Have served as a mentor for another faculty member

<table>
<thead>
<tr>
<th>Have had one or more formal mentors through programs administered by the university</th>
<th>Medicine-Basic Sciences</th>
<th>Medicine-Clinical</th>
<th>Math/Natural Sciences</th>
<th>Arts and Humanities</th>
<th>Social Sciences</th>
</tr>
</thead>
<tbody>
<tr>
<td>55%</td>
<td>32%</td>
<td>49%</td>
<td>52%</td>
<td>75%</td>
<td></td>
</tr>
</tbody>
</table>

Tenure Criteria

The survey also addressed the tenure process. The extent to which faculty agree the criteria for tenure are communicated clearly is presented in Table 10.

Table 10. Tenure Criteria

<table>
<thead>
<tr>
<th>Do you agree the criteria for tenure are clearly communicated?</th>
<th>Medicine-Basic Sciences</th>
<th>Medicine-Clinical</th>
<th>Math/Natural Sciences</th>
<th>Arts and Humanities</th>
<th>Social Sciences</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly/Somewhat Disagree</td>
<td>14%</td>
<td>8%</td>
<td>8%</td>
<td>16%</td>
<td>14%</td>
</tr>
<tr>
<td>Neither Agree nor Disagree</td>
<td>4%</td>
<td>1%</td>
<td>2%</td>
<td>7%</td>
<td>11%</td>
</tr>
<tr>
<td>Strongly/Somewhat Agree</td>
<td>28%</td>
<td>17%</td>
<td>39%</td>
<td>47%</td>
<td>44%</td>
</tr>
<tr>
<td>Don’t Know</td>
<td>54%</td>
<td>74%</td>
<td>51%</td>
<td>31%</td>
<td>31%</td>
</tr>
</tbody>
</table>
The next set of items asked faculty to rank the extent to which items are “highly valued” in the tenure process, followed by whether they perceive the criteria to be valued appropriately. These data are presented in Table 11.

### Table 11. Value in the Tenure Process

<table>
<thead>
<tr>
<th>The extent to which the following criteria are “Highly Valued”:</th>
<th>Medicine- Basic Sciences</th>
<th>Medicine- Clinical Sciences</th>
<th>Math/ Natural Sciences</th>
<th>Arts and Humanities</th>
<th>Social Sciences</th>
</tr>
</thead>
<tbody>
<tr>
<td>Research/scholarly work</td>
<td>85%</td>
<td>92%</td>
<td>89%</td>
<td>91%</td>
<td>94%</td>
</tr>
<tr>
<td>Teaching contributions</td>
<td>14%</td>
<td>14%</td>
<td>30%</td>
<td>33%</td>
<td>18%</td>
</tr>
<tr>
<td>Service (i.e., committee work, etc.)</td>
<td>11%</td>
<td>13%</td>
<td>16%</td>
<td>18%</td>
<td>6%</td>
</tr>
<tr>
<td>Professional reputation</td>
<td>58%</td>
<td>60%</td>
<td>82%</td>
<td>60%</td>
<td>45%</td>
</tr>
<tr>
<td>Collegiality</td>
<td>9%</td>
<td>20%</td>
<td>33%</td>
<td>23%</td>
<td>13%</td>
</tr>
<tr>
<td>Fit with the department's/ school's mission</td>
<td>21%</td>
<td>15%</td>
<td>35%</td>
<td>25%</td>
<td>11%</td>
</tr>
<tr>
<td>Assessment by peers outside CWRU</td>
<td>61%</td>
<td>58%</td>
<td>86%</td>
<td>84%</td>
<td>72%</td>
</tr>
<tr>
<td>Obtaining grants/funding</td>
<td>98%</td>
<td>97%</td>
<td>75%</td>
<td>35%</td>
<td>39%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>The extent to which the following criteria are “Valued Appropriately”:</th>
<th>Medicine- Basic Sciences</th>
<th>Medicine- Clinical Sciences</th>
<th>Math/ Natural Sciences</th>
<th>Arts and Humanities</th>
<th>Social Sciences</th>
</tr>
</thead>
<tbody>
<tr>
<td>Research/scholarly work</td>
<td>72%</td>
<td>74%</td>
<td>75%</td>
<td>71%</td>
<td>73%</td>
</tr>
<tr>
<td>Teaching contributions</td>
<td>27%</td>
<td>37%</td>
<td>42%</td>
<td>41%</td>
<td>53%</td>
</tr>
<tr>
<td>Service (i.e., committee work, etc.)</td>
<td>38%</td>
<td>46%</td>
<td>57%</td>
<td>46%</td>
<td>48%</td>
</tr>
<tr>
<td>Professional reputation</td>
<td>74%</td>
<td>67%</td>
<td>76%</td>
<td>61%</td>
<td>58%</td>
</tr>
<tr>
<td>Collegiality</td>
<td>40%</td>
<td>43%</td>
<td>61%</td>
<td>37%</td>
<td>61%</td>
</tr>
<tr>
<td>Fit with the department's/ school's mission</td>
<td>57%</td>
<td>66%</td>
<td>73%</td>
<td>63%</td>
<td>79%</td>
</tr>
<tr>
<td>Assessment by peers outside CWRU</td>
<td>81%</td>
<td>69%</td>
<td>77%</td>
<td>66%</td>
<td>80%</td>
</tr>
<tr>
<td>Obtaining grants/funding</td>
<td>34%</td>
<td>43%</td>
<td>59%</td>
<td>65%</td>
<td>42%</td>
</tr>
</tbody>
</table>

### Tenure Process

The next two questions about tenure process asked if faculty had received relief from teaching or other workload duties and had their tenure clock slowed or stopped. A breakdown of responses by faculty rank are provided in Table 12.
Table 12. Tenure Process Adjustments

At any time since you started working at Case Western Reserve...

<table>
<thead>
<tr>
<th>Have you received relief from teaching or other workload duties for personal reasons?</th>
<th>Marked Yes</th>
<th>Medicine-Basic Sciences</th>
<th>Medicine-Clinical Sciences</th>
<th>Natural Sciences</th>
<th>Math/ Natural Sciences</th>
<th>Arts and Humanities</th>
<th>Social Sciences</th>
</tr>
</thead>
<tbody>
<tr>
<td>Group N</td>
<td>75</td>
<td>40</td>
<td>45</td>
<td>62</td>
<td>33</td>
<td></td>
<td></td>
</tr>
<tr>
<td>%</td>
<td>17%</td>
<td>8%</td>
<td>18%</td>
<td>31%</td>
<td>33%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>How supportive was your primary academic unit concerning your relief from teaching or other duties?</th>
<th>Somewhat/ Very Supportive</th>
<th>Medicine-Basic Sciences</th>
<th>Medicine-Clinical Sciences</th>
<th>Natural Sciences</th>
<th>Math/ Natural Sciences</th>
<th>Arts and Humanities</th>
<th>Social Sciences</th>
</tr>
</thead>
<tbody>
<tr>
<td>Group N</td>
<td>100%</td>
<td>n/a</td>
<td>86%</td>
<td>82%</td>
<td>83%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Have you had your tenure clock slowed or stopped for personal reasons?</th>
<th>Marked Yes</th>
<th>Medicine-Basic Sciences</th>
<th>Medicine-Clinical Sciences</th>
<th>Natural Sciences</th>
<th>Math/ Natural Sciences</th>
<th>Arts and Humanities</th>
<th>Social Sciences</th>
</tr>
</thead>
<tbody>
<tr>
<td>Group N</td>
<td>76</td>
<td>40</td>
<td>45</td>
<td>61</td>
<td>33</td>
<td></td>
<td></td>
</tr>
<tr>
<td>%</td>
<td>16%</td>
<td>13%</td>
<td>18%</td>
<td>16%</td>
<td>24%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>How supportive was your primary academic unit concerning having your tenure clock stopped or slowed?</th>
<th>Somewhat/ Very Supportive</th>
<th>Medicine-Basic Sciences</th>
<th>Medicine-Clinical Sciences</th>
<th>Natural Sciences</th>
<th>Math/ Natural Sciences</th>
<th>Arts and Humanities</th>
<th>Social Sciences</th>
</tr>
</thead>
<tbody>
<tr>
<td>Group N</td>
<td>75%</td>
<td>80%</td>
<td>100%</td>
<td>70%</td>
<td>63%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Outside Job Offers

The survey also asked faculty if they had received any outside job offers within the past five years. Table 13 provides the data on the frequency of offers based on division.

Table 13. Outside Job Offers

<table>
<thead>
<tr>
<th>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/unit chair/dean?</th>
<th>Medicine-Basic Sciences</th>
<th>Medicine-Clinical Sciences</th>
<th>Natural Sciences</th>
<th>Math/ Natural Sciences</th>
<th>Arts and Humanities</th>
<th>Social Sciences</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number who marked &quot;yes&quot;</td>
<td>22</td>
<td>31</td>
<td>5</td>
<td>10</td>
<td>6</td>
<td></td>
</tr>
<tr>
<td>Group N</td>
<td>102</td>
<td>143</td>
<td>59</td>
<td>97</td>
<td>35</td>
<td></td>
</tr>
<tr>
<td>Percentage who marked &quot;yes&quot;</td>
<td>22%</td>
<td>22%</td>
<td>9%</td>
<td>10%</td>
<td>17%</td>
<td></td>
</tr>
</tbody>
</table>
Faculty Climate Survey 2018: Appendix B

Likelihood of Leaving CWRU

Faculty were asked how likely they are to leave CWRU within the next three years. The results are presented in Table 14.

<table>
<thead>
<tr>
<th>In the next three years, how likely are you to leave Case Western Reserve University? (Somewhat/Very Likely)</th>
<th>Medicine- Basic Sciences</th>
<th>Medicine- Clinical</th>
<th>Math/ Natural Sciences</th>
<th>Arts and Humanities</th>
<th>Social Sciences</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professors</td>
<td>43%</td>
<td>42%</td>
<td>15%</td>
<td>36%</td>
<td>25%</td>
</tr>
<tr>
<td>Associate Professors</td>
<td>36%</td>
<td>41%</td>
<td>8%</td>
<td>40%</td>
<td>36%</td>
</tr>
<tr>
<td>Assistant Professors</td>
<td>57%</td>
<td>23%</td>
<td>43%</td>
<td>25%</td>
<td>33%</td>
</tr>
<tr>
<td>Instructors</td>
<td>50%</td>
<td>50%</td>
<td>0%</td>
<td>27%</td>
<td>n/a</td>
</tr>
<tr>
<td>Lecturers</td>
<td>n/a</td>
<td>n/a</td>
<td>25%</td>
<td>33%</td>
<td>n/a</td>
</tr>
<tr>
<td>Non-Tenure Track</td>
<td>42%</td>
<td>31%</td>
<td>7%</td>
<td>31%</td>
<td>0%</td>
</tr>
<tr>
<td>Tenured or Tenure-Track</td>
<td>45%</td>
<td>45%</td>
<td>18%</td>
<td>37%</td>
<td>30%</td>
</tr>
<tr>
<td>All Faculty</td>
<td>44%</td>
<td>35%</td>
<td>15%</td>
<td>35%</td>
<td>28%</td>
</tr>
</tbody>
</table>

The final set of items asked faculty to endorse reasons they would consider leaving. The reasons are presented in Table 15.

<table>
<thead>
<tr>
<th>Have you considered the following as reasons to leave? (To a Great Extent)</th>
<th>Medicine- Basic Sciences</th>
<th>Medicine- Clinical</th>
<th>Math/ Natural Sciences</th>
<th>Arts and Humanities</th>
<th>Social Sciences</th>
</tr>
</thead>
<tbody>
<tr>
<td>To enhance your career in other ways</td>
<td>55%</td>
<td>56%</td>
<td>43%</td>
<td>44%</td>
<td>41%</td>
</tr>
<tr>
<td>To find a more supportive work environment</td>
<td>41%</td>
<td>44%</td>
<td>26%</td>
<td>41%</td>
<td>37%</td>
</tr>
<tr>
<td>To improve your research environment</td>
<td>56%</td>
<td>34%</td>
<td>40%</td>
<td>35%</td>
<td>34%</td>
</tr>
<tr>
<td>To increase your salary</td>
<td>39%</td>
<td>24%</td>
<td>35%</td>
<td>44%</td>
<td>42%</td>
</tr>
<tr>
<td>To increase your time to do research</td>
<td>29%</td>
<td>27%</td>
<td>35%</td>
<td>27%</td>
<td>17%</td>
</tr>
<tr>
<td>To reduce stress</td>
<td>17%</td>
<td>31%</td>
<td>13%</td>
<td>25%</td>
<td>25%</td>
</tr>
<tr>
<td>To improve your prospects for tenure</td>
<td>19%</td>
<td>16%</td>
<td>13%</td>
<td>27%</td>
<td>5%</td>
</tr>
</tbody>
</table>
Table 15. Reasons to Leave

<table>
<thead>
<tr>
<th>Reason to Leave</th>
<th>Basic Sciences</th>
<th>Medicine - Clinical</th>
<th>Math/ Natural Sciences</th>
<th>Arts and Humanities</th>
<th>Social Sciences</th>
</tr>
</thead>
<tbody>
<tr>
<td>Retirement</td>
<td>7%</td>
<td>15%</td>
<td>14%</td>
<td>14%</td>
<td>6%</td>
</tr>
<tr>
<td>To improve the employment situation of your spouse/partner</td>
<td>10%</td>
<td>11%</td>
<td>10%</td>
<td>23%</td>
<td>9%</td>
</tr>
<tr>
<td>To pursue a nonacademic job</td>
<td>9%</td>
<td>10%</td>
<td>10%</td>
<td>10%</td>
<td>3%</td>
</tr>
<tr>
<td>To address other family-related issues</td>
<td>6%</td>
<td>12%</td>
<td>10%</td>
<td>3%</td>
<td>6%</td>
</tr>
<tr>
<td>To address child-related issues</td>
<td>8%</td>
<td>6%</td>
<td>0%</td>
<td>3%</td>
<td>3%</td>
</tr>
<tr>
<td>To lower your cost of living</td>
<td>1%</td>
<td>5%</td>
<td>2%</td>
<td>4%</td>
<td>3%</td>
</tr>
<tr>
<td>Other, please specify(^5)</td>
<td>58%</td>
<td>59%</td>
<td>50%</td>
<td>61%</td>
<td>50%</td>
</tr>
</tbody>
</table>

\(^5\) “Other” reasons specified include career change/advancement, improved fit, relocation for family/personal reasons, and many other reasons that may or may not be included in the list.