

# 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

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

*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.

# Faculty Climate Survey 2018: Quality of Faculty Life

Table 2. Quality of Faculty Life

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

# Faculty Climate Survey 2018: Satisfaction

Table 3. Satisfaction with Resources, Services, and Responsibilities

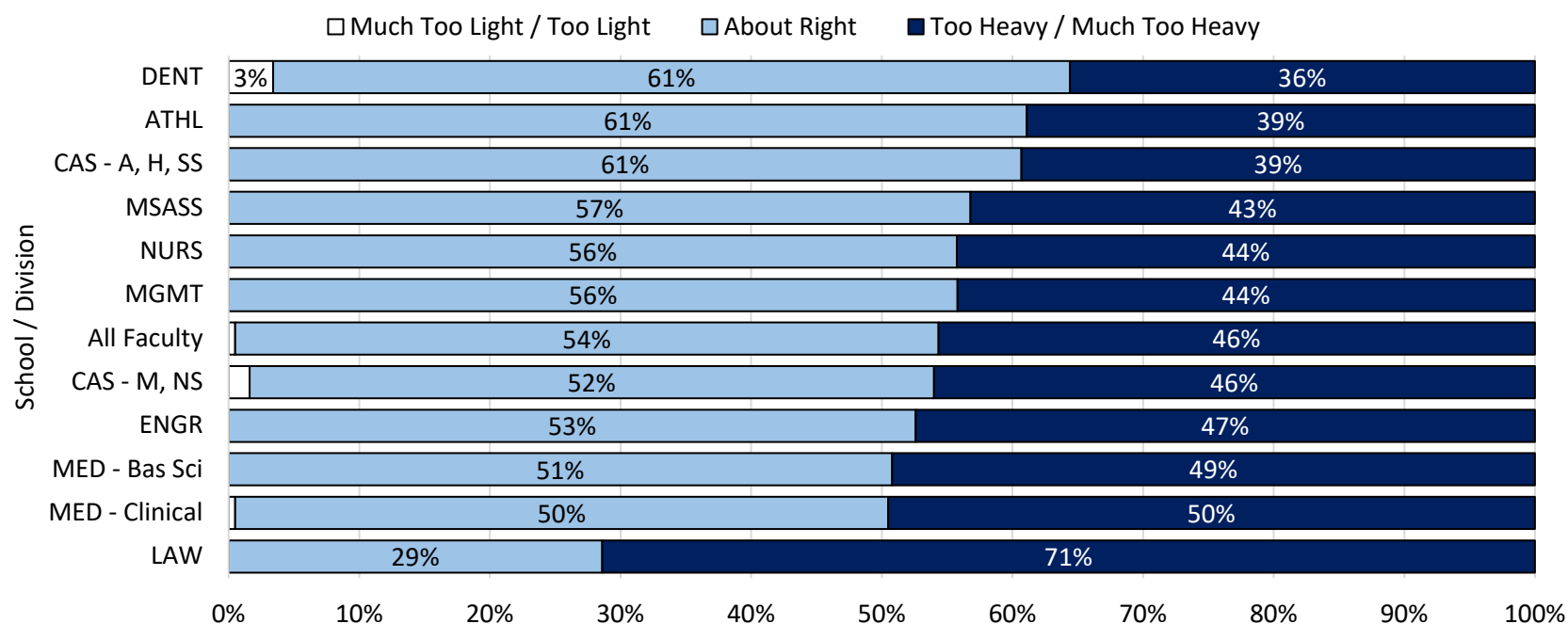
Overall, how satisfied are you with the following? (Somewhat/ Very Satisfied)	All Faculty	CAS – A, H, SS	CAS – M, NS	DENT	ENGR	LAW	MED – Bas Sci	MED – Clinical	MGMT	NURS	ATHL	MSASS
Resources to support teaching	54%	60%	70%	60%	58%	81%	40%	30%	74%	80%	71%	80%
Resources to support research and scholarship	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%	62%	78%	90%	71%	53%
Clerical and administrative staff	62%	72%	69%	50%	51%	95%	58%	50%	77%	65%	53%	58%
Quality of graduate/professional students	66%	62%	50%	67%	44%	76%	58%	75%	63%	93%	n/a	79%
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?	All Faculty	CAS - A, H, SS	CAS - M, NS	DENT	ENGR	LAW	MED - Bas Sci	MED - Clinical	MGMT	NURS	ATHL	MSASS
Professors	56	50	53	48	57	53	60	63	51	55	58	49
Associate Professors	53	49	55	38	59	n/a	55	59	52	55	50	57
Assistant Professors	53	55	53	37	52	43	59	55	48	52	63	47
Instructors	46	46	55	19	40	n/a	52	53	n/a	41	53	52
Lecturers	45	44	50	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
All Faculty	53	49	53	38	56	51	58	58	51	49	54	50

Figure 1. "Overall, how would you rate the reasonableness of your workload?"



# Faculty Climate Survey 2018: Stress

Table 5. Sources of Stress

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

# Faculty Climate Survey 2018: Work Environment

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

# Faculty Climate Survey 2018: Work Environment

Table 6. Work Environment (Continued)

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



# Faculty Climate Survey 2018: Leadership of the Dean

Table 7. Leadership of the Dean

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

# Faculty Climate Survey 2018: Leadership of the Department Chair

Table 8. Leadership of the Department Chair<sup>2</sup>

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

<sup>2</sup> LAW, ATHL, NURS, and MSASS do not have a departmental structure and are excluded due to low response rates.

# Faculty Climate Survey 2018: Mentoring

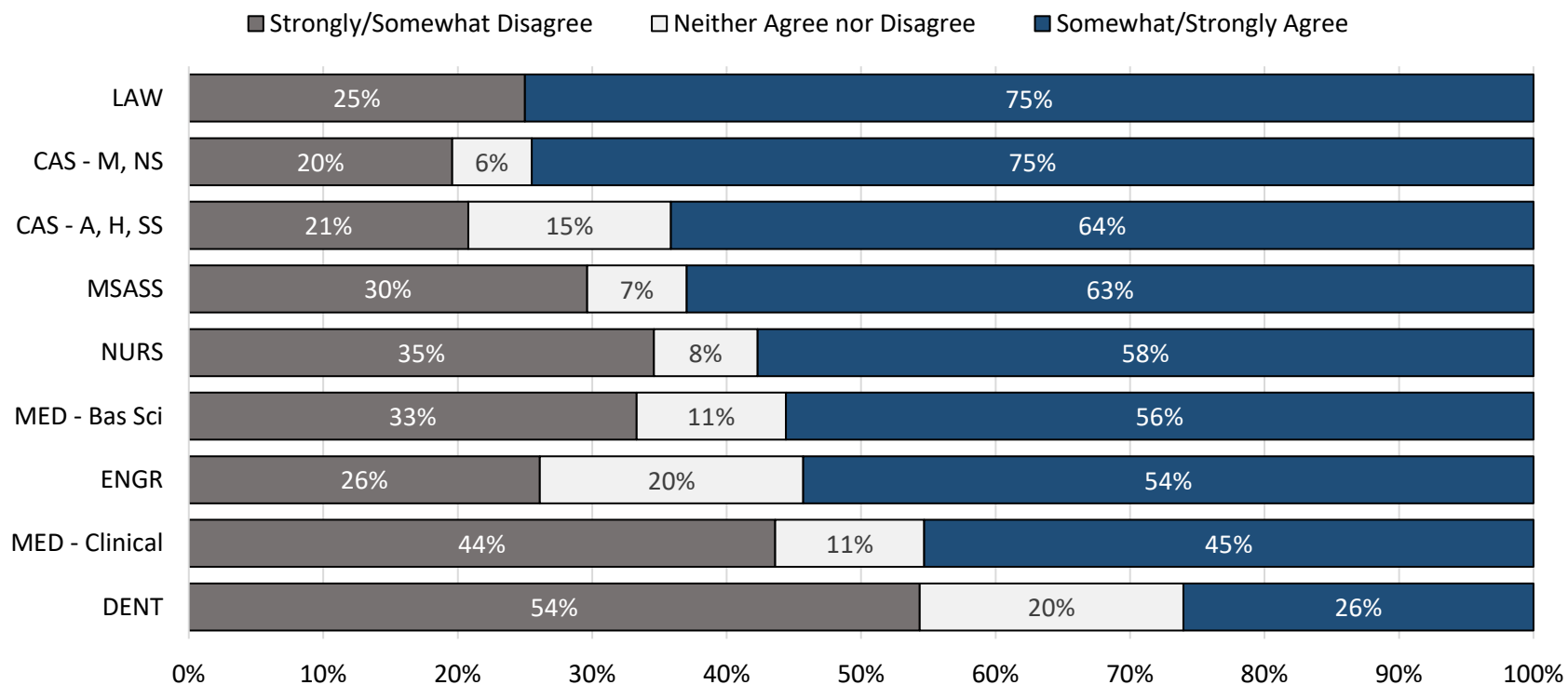
Table 9. Mentoring Experiences

Do you feel you have received adequate mentoring? (Yes)	All Faculty	CAS - A, H, SS	CAS - M, NS	DENT	ENGR	LAW	MED - Bas Sci	MED - Clinical	MGMT	NURS	ATHL	MSASS
Professors	<b>59%</b>	59%	71%	71%	60%	56%	52%	54%	55%	78%	n/a	67%
Associate Professors	<b>48%</b>	62%	46%	27%	55%	n/a	57%	34%	36%	58%	n/a	43%
Assistant Professors	<b>46%</b>	64%	71%	38%	50%	n/a	48%	39%	22%	63%	n/a	47%
Instructors	<b>50%</b>	55%	33%	17%	n/a	n/a	63%	100%	n/a	44%	57%	33%
Lecturers	<b>30%</b>	33%	33%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
All Faculty	<b>51%</b>	56%	59%	36%	57%	44%	54%	45%	38%	58%	50%	47%
<b>Have served as a mentor for another faculty member</b>	<b>68%</b>	59%	76%	61%	62%	71%	80%	65%	64%	66%	80%	72%
<b>Have had one or more formal mentors through programs administered by the university</b>	<b>46%</b>	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?”



## Faculty Climate Survey 2018: Tenure (Tenured and Tenure-Track Faculty)

Table 10. Criteria in the Tenure Process which are “Highly Valued”

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

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

Research/scholarly work	<b>70%</b>	75%	75%	52%	88%	75%	77%	74%	32%	42%	72%
Teaching contributions	<b>40%</b>	48%	42%	39%	50%	38%	30%	37%	32%	25%	56%
Service (i.e., committee work, etc.)	<b>47%</b>	49%	57%	48%	54%	50%	41%	46%	36%	30%	47%
Clinical work	<b>33%</b>	29%	n/a	30%	n/a	n/a	61%	25%	n/a	6%	29%
Professional reputation	<b>67%</b>	63%	76%	64%	78%	50%	73%	67%	48%	47%	68%
Collegiality	<b>47%</b>	45%	61%	44%	51%	50%	43%	43%	44%	33%	50%
Fit with the department's/school's mission	<b>66%</b>	71%	73%	46%	68%	63%	60%	66%	54%	83%	71%
Assessment by peers outside CWRU	<b>74%</b>	72%	77%	76%	92%	63%	80%	69%	46%	78%	67%
Obtaining grants/funding	<b>50%</b>	56%	59%	42%	68%	n/a	34%	43%	47%	42%	65%

# Faculty Climate Survey 2018: Tenure (Tenured and Tenure-Track Faculty)

## Tenure Process

Table 12. Tenure Process Adjustments

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

## Faculty Climate Survey 2018: Outside Job Offers

Table 13. Outside Job Offers

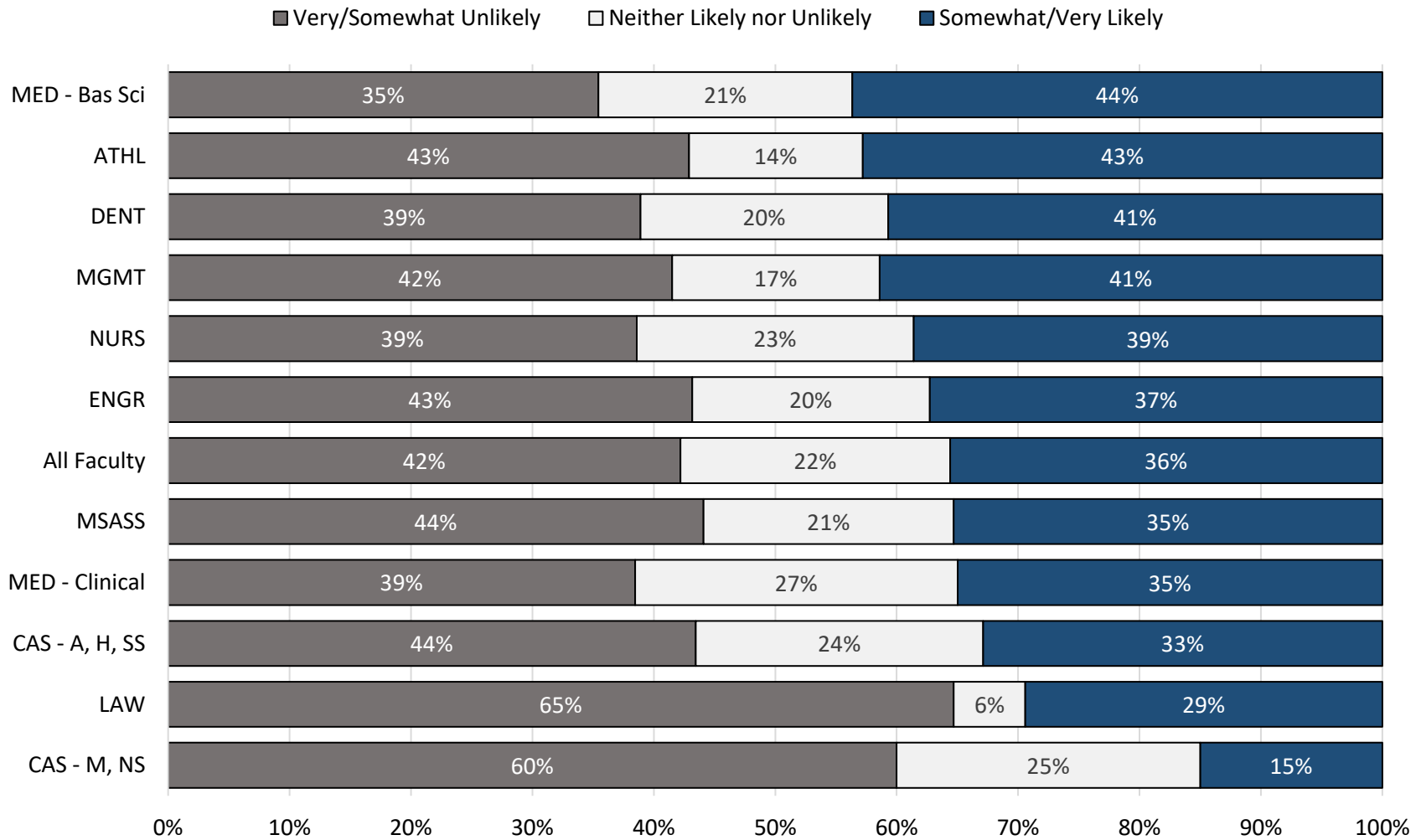
In the last five years, while at Case Western Reserve University, have you received a formal or informal outside job offer that you took to your department/unit chair/dean?	All Faculty	CAS - A, H, SS	CAS - M, NS	DENT	ENGR	LAW	MED - Bas Sci	MED - Clinical	MGMT	NURS	ATHL	MSASS
Number who marked "yes"	<b>116</b>	16	5	8	6	4	23	31	4	11	5	3
Group N	<b>720</b>	132	59	55	51	17	112	143	42	58	15	36
Percentage who marked "yes"	<b>16%</b>	12%	9%	15%	12%	24%	21%	22%	10%	19%	33%	8%

### Adjustments made as a result (%)

None	<b>51%</b>	38%	40%	75%	33%	75%	35%	61%	100%	64%	40%	0%
Salary	<b>39%</b>	50%	40%	13%	17%	0%	61%	36%	0%	27%	60%	67%
Administrative responsibilities	<b>13%</b>	0%	0%	25%	0%	0%	22%	13%	0%	18%	20%	33%
Equipment/laboratory/research start-up	<b>13%</b>	6%	0%	0%	33%	0%	26%	16%	0%	9%	0%	0%
Other	<b>11%</b>	25%	0%	13%	17%	0%	9%	13%	0%	0%	20%	0%
Course load	<b>4%</b>	6%	0%	0%	0%	0%	4%	0%	0%	9%	40%	0%
Employment for spouse/partner	<b>3%</b>	13%	0%	0%	17%	0%	0%	0%	0%	0%	0%	0%
Summer salary	<b>2%</b>	0%	0%	0%	17%	0%	4%	0%	0%	0%	0%	0%
Leave time	<b>1%</b>	0%	0%	0%	0%	25%	0%	0%	0%	0%	0%	0%
Special timing of the tenure clock	<b>1%</b>	0%	0%	0%	0%	0%	0%	3%	0%	0%	0%	0%

# Faculty Climate Survey 2018: Retention

Figure 3. In the next three years, how likely are you to leave CWRU?





# Faculty Climate Survey 2018: Retention

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%	43%	42%	36%	25%	54%	56%	38%	40%	57%	24%
To find a more supportive work environment	37%	40%	26%	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%	30%	4%
To lower your cost of living	3%	3%	2%	3%	0%	6%	1%	5%	0%	4%	21%	0%
Other, please specify <sup>3</sup>	55%	58%	50%	67%	33%	43%	57%	59%	50%	83%	0%	33%

<sup>3</sup> “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.

# Faculty Climate Survey 2018: Additional Information

## Additional Information

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

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## APPENDIX A: Departments in Arts and Sciences and Medicine

### Arts and Sciences - Arts, Humanities, and Social Sciences

Anthropology	English	Political Science
Art History and Art	History	Psychological Sciences
Classics	Modern Languages and Literatures	Religious Studies
Cognitive Science	Music	Sociology
Dance	Philosophy	Theater

### Arts and Sciences - Math and Natural Sciences

Astronomy	Earth, Environmental, and Planetary Sciences	Physics
Biology	Mathematics, Applied Mathematics, and Statistics	Chemistry

### Medicine - Basic Sciences

Anatomy	Population and Quantitative Health Sciences	Neurosciences
Biochemistry	Genetics and Genome Sciences	Nutrition
Bioethics	General Medical Sciences	Pathology
Biomedical Engineering <sup>1</sup>	Molecular Biology and Microbiology	Pharmacology
Environmental Health Sciences	Molecular Medicine	Physiology and Biophysics

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

### Medicine - Clinical

Anesthesiology	Neurology	Plastic Surgery
Anesthesiology and Perioperative Medicine	Ophthalmology	Psychiatry
Dermatology	Ophthalmology and Visual Sciences	Radiation Oncology
Emergency Medicine	Orthopaedics	Radiology
Family Medicine	Otolaryngology – Head and Neck Surgery	Reproductive Biology
Family Medicine and Community Health	Pediatrics	Surgery
Neurological Surgery	Physical Medicine and Rehabilitation	Urology

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

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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

<b>Adjusted Group</b>	<b>Sample</b>	<b>Responses</b>	<b>Response Rate</b>
Medicine – Basic Sciences	248	112	45%
Medicine – Basic Sciences, affiliated hospitals <sup>4</sup>	224	12	5%
Medicine – Clinical	2,102	171	8%
Math and Natural Sciences	117	63	54%
Arts and Humanities	154	102	66%
Social Sciences	54	36	67%

<sup>4</sup> 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 2. Quality of Faculty Life

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

## Satisfaction with Resources

Satisfaction with resources is presented in Table 3.

Table 3. Satisfaction with Resources

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

## Workload

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

Table 4. Hours Worked per Week

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

## Stress

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

Table 5. Sources of Stress

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

## Work Environment

Feelings about the department/unit were also explored. They are presented in Table 6.

Table 6. Feelings about Department/Unit

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



## Leadership of the Dean

The dean items are presented in Table 7.

Table 7. Leadership of the Dean

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

## Leadership of the Department Chair

The department chair items are presented in Table 8.

Table 8. Leadership of the Department Chair

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

## 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

<b>Do you feel you have received adequate mentoring? (Yes)</b>	Medicine- Basic Sciences	Medicine- Clinical	Math/ Natural Sciences	Arts and Humanities	Social Sciences
Professors	56%	54%	71%	35%	93%
Associate Professors	58%	34%	46%	67%	50%
Assistant Professors	48%	39%	71%	75%	50%
Instructors	57%	100%	33%	60%	n/a
Lecturers	n/a	n/a	33%	35%	n/a
<b>All Faculty</b>	<b>55%</b>	<b>45%</b>	<b>59%</b>	<b>52%</b>	<b>66%</b>
Have served as a mentor for another faculty member	79%	65%	76%	62%	53%
Have had one or more formal mentors through programs administered by the university	55%	32%	49%	52%	75%

## 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

<b>Do you agree the criteria for tenure are clearly communicated?</b>	Medicine- Basic Sciences	Medicine- Clinical	Math/ Natural Sciences	Arts and Humanities	Social Sciences
Strongly/Somewhat Disagree	14%	8%	8%	16%	14%
Neither Agree nor Disagree	4%	1%	2%	7%	11%
Strongly/Somewhat Agree	28%	17%	39%	47%	44%
Don't Know	54%	74%	51%	31%	31%

## Faculty Climate Survey 2018: Appendix B

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

<b>The extent to which the following criteria are “Highly Valued”:</b>	Medicine- Basic Sciences	Medicine- Clinical	Math/ Natural Sciences	Arts and Humanities	Social Sciences
Research/scholarly work	85%	92%	89%	91%	94%
Teaching contributions	14%	14%	30%	33%	18%
Service (i.e., committee work, etc.)	11%	13%	16%	18%	6%
Professional reputation	58%	60%	82%	60%	45%
Collegiality	9%	20%	33%	23%	13%
Fit with the department's/ school's mission	21%	15%	35%	25%	11%
Assessment by peers outside CWRU	61%	58%	86%	84%	72%
Obtaining grants/funding	98%	97%	75%	35%	39%
<b>The extent to which the following criteria are “Valued Appropriately”:</b>					
Research/scholarly work	72%	74%	75%	71%	73%
Teaching contributions	27%	37%	42%	41%	53%
Service (i.e., committee work, etc.)	38%	46%	57%	46%	48%
Professional reputation	74%	67%	76%	61%	58%
Collegiality	40%	43%	61%	37%	61%
Fit with the department's/ school's mission	57%	66%	73%	63%	79%
Assessment by peers outside CWRU	81%	69%	77%	66%	80%
Obtaining grants/funding	34%	43%	59%	65%	42%

## 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.

## Faculty Climate Survey 2018: Appendix B

Table 12. Tenure Process Adjustments

At any time since you started working at Case Western Reserve...		Medicine- Basic Sciences	Medicine- Clinical	Math/ Natural Sciences	Arts and Humanities	Social Sciences
Have you <b>received relief from teaching or other workload duties</b> for personal reasons?	Marked Yes	13	3	8	19	11
	Group N	75	40	45	62	33
	%	17%	8%	18%	31%	33%
How supportive was your primary academic unit concerning your relief from teaching or other duties?	Somewhat/ Very Supportive	100%	n/a	86%	82%	83%
Have you <b>had your tenure clock slowed or stopped</b> for personal reasons?	Marked Yes	12	5	8	10	8
	Group N	76	40	45	61	33
	%	16%	13%	18%	16%	24%
How supportive was your primary academic unit concerning having your tenure clock stopped or slowed?	Somewhat/ Very Supportive	75%	80%	100%	70%	63%

## 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

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?	Medicine- Basic Sciences	Medicine- Clinical	Math/ Natural Sciences	Arts and Humanities	Social Sciences
Number who marked "yes"	22	31	5	10	6
Group N	102	143	59	97	35
Percentage who marked "yes"	22%	22%	9%	10%	17%

## 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 14. Likelihood of Leaving

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

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

Table 15. Reasons to Leave

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

## Faculty Climate Survey 2018: Appendix B

Table 15. Reasons to Leave

Have you considered the following as reasons to leave? (To a Great Extent)	Medicine- Basic Sciences	Medicine- Clinical	Math/ Natural Sciences	Arts and Humanities	Social Sciences
Retirement	7%	15%	14%	14%	6%
To improve the employment situation of your spouse/partner	10%	11%	10%	23%	9%
To pursue a nonacademic job	9%	10%	10%	10%	3%
To address other family-related issues	6%	12%	10%	3%	6%
To address child-related issues	8%	6%	0%	3%	3%
To lower your cost of living	1%	5%	2%	4%	3%
Other, please specify <sup>5</sup>	58%	59%	50%	61%	50%

<sup>5</sup> “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.