

Faculty Climate Survey: 2014 Campus Climate Results

Internal Use Only

The *Faculty Climate Survey* was administered in January and February 2014 to Board-appointed faculty at the rank of instructor and above who were hired before April 2013.¹ The survey is a follow-up to the *2010 Faculty Climate Survey*. This report examines issues related to faculty perceptions of the environment for inclusion and diversity, such as how comfortable the university is for participants, participants' experiences with discrimination, and participant interactions with their peers.



The table below provides the response rate for each college/school. The results for Medicine-Clinical should be interpreted with caution due to a low response rate (18%). Appendix A provides a list of departments that were included in: Arts, Humanities, and Social Sciences; Math and Natural Sciences; Basic Sciences; and Clinical.

Table 1. Response Rate by College/School	Total N	Respondent N	Response Rate
Applied Social Sciences	29	28	97%
Arts and Sciences - Arts, Humanities and Social Sciences	151	107	71%
Arts and Sciences - Math and Natural Sciences	94	61	65%
Dental Medicine	70	30	43%
Engineering	115	57	50%
Law	44	22	50%
Management	64	31	48%
Medicine - Basic Sciences	464	175	38%
Medicine - Clinical	1,808	334	18%
Nursing	82	57	70%
Physical Education and Athletics	21	19	90%
Total	2,942	921	31%
Total excluding School of Medicine - Clinical	1,134	587	52%

¹ Thirty-one percent (31%, 921/2,942) of faculty members answered at least 20% of the survey questions. Compared to their peers, women (38% vs. 28% of men) and tenure-track/tenured faculty (58% vs. 18% faculty who are non-tenure track) were significantly more likely to complete at least 20% of the survey ($p < 0.05$). No significant differences existed in response rates by race/ethnicity.

Campus Climate

Table 1. Please indicate your agreement or disagreement with the following statements. (Somewhat/Strongly Agree)	All Faculty	CAS – A,H,SS	CAS – M,NS	DNT	ENG	LAW	MED – Basic Sciences	MED – Clinical	MGT	NUR	PE	SAS
I see the value of having students from different racial, cultural, or ethnic backgrounds in classes.	94%	99%	94%	100%	94%	79%	91%	92%	100%	100%	95%	100%
A diversity of students enriches the CWRU environment.	89%	91%	96%	96%	87%	79%	83%	88%	93%	96%	79%	96%
CWRU is a comfortable place for me as a faculty member.	83%	83%	86%	89%	93%	80%	77%	83%	90%	81%	89%	93%
No one at CWRU harasses me.	82%	78%	89%	77%	80%	84%	76%	86%	87%	79%	74%	85%
I have ample opportunities to meet people of different racial, cultural, or ethnic backgrounds.	75%	57%	72%	82%	73%	53%	72%	81%	77%	96%	79%	74%
The CWRU environment encourages people of diverse racial, cultural, or ethnic backgrounds to meet.	68%	60%	67%	85%	69%	47%	64%	74%	71%	74%	56%	56%
CWRU offers ample ethnic/cultural programs as special events.	64%	65%	73%	67%	58%	37%	56%	67%	60%	87%	72%	59%
I know how to seek help if I am discriminated against.	64%	75%	67%	81%	55%	35%	56%	60%	69%	85%	79%	76%
CWRU helps students understand the detrimental effects of discrimination.	59%	54%	63%	81%	59%	56%	54%	62%	50%	75%	35%	62%
Classes/programs in my discipline adequately discuss cultural diversity .	57%	82%	38%	67%	24%	56%	40%	56%	50%	83%	33%	93%
Classes/programs in my discipline adequately discuss women's and men's issues .	55%	76%	38%	57%	24%	41%	46%	55%	46%	71%	36%	85%
I am satisfied with the ratio of women and men staff members .	50%	38%	38%	65%	38%	21%	52%	58%	40%	47%	47%	68%
I am satisfied with the ratio of women and men faculty members .	47%	41%	45%	68%	22%	22%	44%	54%	41%	47%	47%	70%

Table 2. I have felt discriminated against at CWRU because of my... (Somewhat/Strongly Agree)	All Faculty	CAS – A,H, SS	CAS – M,NS	DNT	ENG	LAW	MED – Basic Sciences	MED – Clinical	MGT	NUR	PE	SAS
Age	14%	12%	16%	19%	15%	28%	17%	11%	10%	21%	6%	16%
Disability	2%	2%	0%	0%	3%	8%	1%	2%	6%	6%	0%	0%
Gender	16%	20%	16%	7%	10%	26%	13%	15%	29%	19%	17%	25%
Racial, cultural, or ethnic background	8%	12%	10%	19%	6%	17%	8%	6%	4%	12%	0%	16%
Religious affiliation	4%	8%	4%	0%	2%	6%	4%	4%	11%	2%	0%	8%
Sexual orientation	1%	2%	0%	4%	0%	6%	2%	1%	4%	0%	0%	4%
Socioeconomic status	4%	11%	4%	4%	0%	6%	3%	2%	0%	4%	0%	4%

Table 3. Do you consider yourself to be:	n	%
Heterosexual or straight	705	77%
Gay or lesbian	17	2%
Bisexual	8	1%
Prefer not to answer	64	7%
Did not respond	127	14%
Total	921	100%

Additional Information

For additional information about the Campus Climate section of the Faculty Climate Survey, please contact Dr. Marilyn S. Mobley, Vice President for Inclusion, Diversity and Equal Opportunity, at (216) 368-8877 or Marilyn.Mobley@Case.edu.

APPENDIX A: Departments in Arts and Sciences and Medicine

Arts and Sciences – Arts, Humanities, and Social Sciences

Anthropology
Art History and Art
Classics
Cognitive Science
Dance

English
History
Modern Languages and Literatures
Music
Philosophy

Political Science
Psychological Sciences
Religious Studies
Sociology
Theater

Arts and Sciences – Math and Natural Sciences

Astronomy
Biology
Chemistry

Earth, Environmental, and Planetary Sciences
Mathematics, Applied Mathematics, and Statistics
Physics

Medicine – Basic Sciences

Anatomy
Biochemistry
Bioethics
Biomedical Engineeringⁱ
Environmental Health Sciences

Epidemiology and Biostatistics
Genetics and Genome Sciences
General Medical Sciences
Molecular Biology and Microbiology
Molecular Medicine

Neurosciences
Nutrition
Pathology
Pharmacology
Physiology and Biophysics

Medicine – Clinical

Anesthesiology
Anesthesiology and Perioperative Medicine
Dermatology
Emergency Medicine
Family Medicine
Medicine
Neurological Surgery

Neurology
Ophthalmology
Ophthalmology and Visual Sciences
Orthopaedics
Otolaryngology
Pediatrics
Physical Medicine and Rehabilitation

Plastic Surgery
Psychiatry
Radiation Oncology
Radiology
Reproductive Biology
Surgery
Urology

ⁱ Includes only those BME faculty with an appointment based in the School of Medicine