

2014 Faculty Climate Survey: Changes in Campus Climate

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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 This report examines changes in responses from 2010 to 2014 in faculty perceptions of the environment for inclusion and diversity. More specifically, 95% confidence intervals were used to determine significant differences in responses from 2010 to 2014 (*= $p < 0.05$). Additionally, paired-samples t-tests ($N=366$, $p < 0.05$) were used to compare the responses of faculty who took the survey in both 2010 and 2014. The tables reflect the overall results from 2010 and 2014.



Overall, faculty in 2014 were significantly more likely to agree that “CWRU is a comfortable place for me as a faculty member” (83% vs. 69% in 2010) and that a diversity of students enriches the CWRU environment (89% vs. 84%). This was also true when we conducted paired samples t-tests. Additionally, faculty who took both surveys were significantly more likely to agree with the following statements:

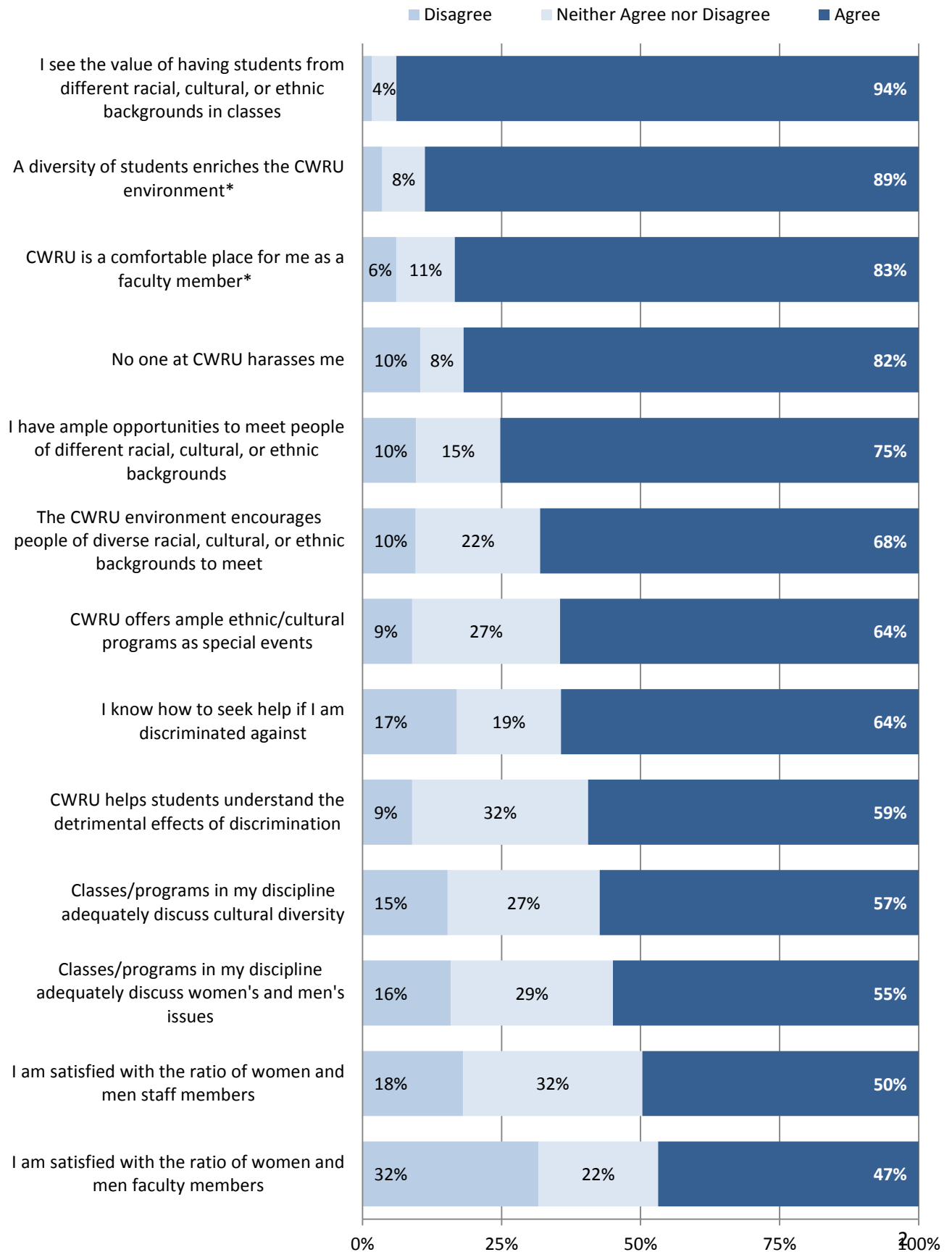
- I see the value of having students from different racial, cultural, or ethnic backgrounds in classes
- CWRU offers ample ethnic/cultural programs as special events

Table 1. Campus Climate (Somewhat/ Strongly Agree)

2014	2010	Survey Items
94%	93%	I see the value of having students from different racial, cultural, or ethnic backgrounds in classes
89%	84%	A diversity of students enriches the CWRU environment*
83%	69%	CWRU is a comfortable place for me as a faculty member*
82%	77%	No one at CWRU harasses me
75%	72%	I have ample opportunities to meet people of different racial, cultural, or ethnic backgrounds
68%	67%	The CWRU environment encourages people of diverse racial, cultural, or ethnic backgrounds to meet
64%	58%	CWRU offers ample ethnic/cultural programs as special events
64%	69%	I know how to seek help if I am discriminated against
59%	57%	CWRU helps students understand the detrimental effects of discrimination
57%	55%	Classes/programs in my discipline adequately discuss cultural diversity
55%	53%	Classes/programs in my discipline adequately discuss women’s and men’s issues
50%	46%	I am satisfied with the ratio of women and men staff members
47%	41%	I am satisfied with the ratio of women and men faculty members

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.

Figure 1. Please indicate your agreement with the following statements (2014):

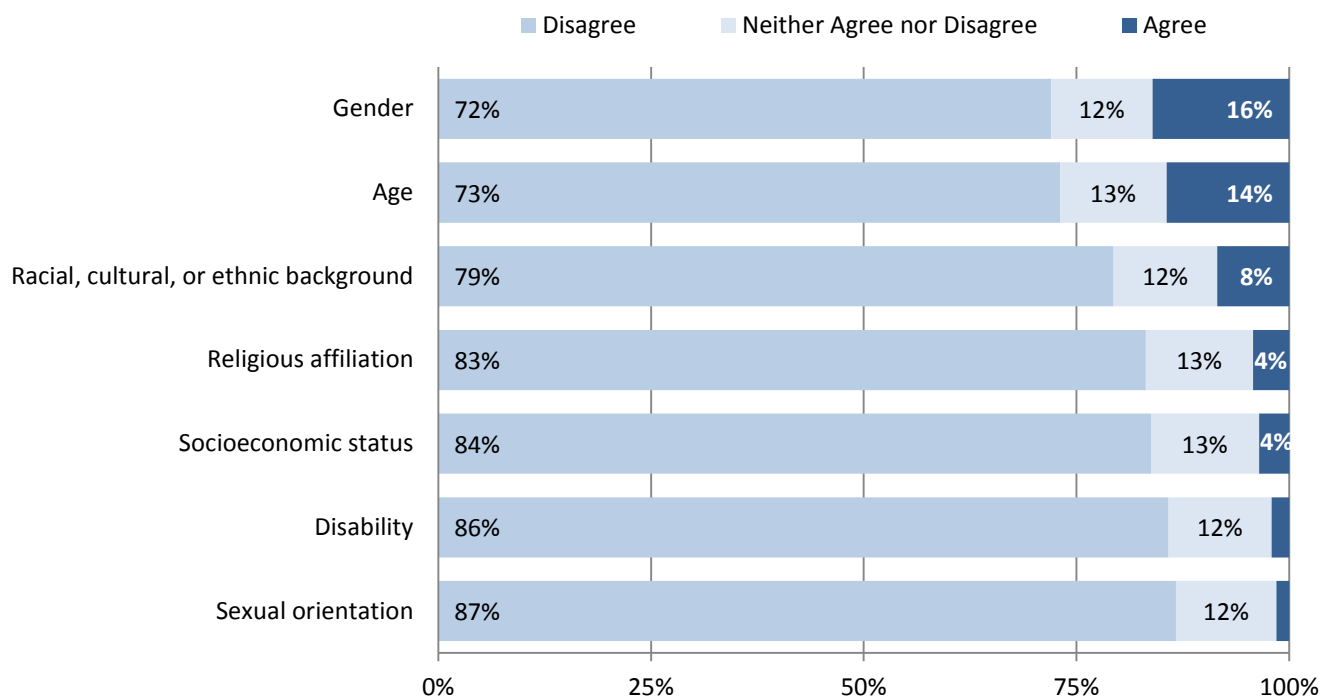


Overall, the responses over time did not differ significantly in terms of discrimination. However, faculty who took both surveys were more likely in 2014 to have felt discrimination based on age, disability, religious affiliation, and socioeconomic status.

Table 2. I have felt discriminated against at CWRU because of my... (Somewhat/Strongly Agree)

2014	2010	Survey Items
16%	19%	Gender
14%	11%	Age
8%	12%	Racial, cultural, or ethnic background
4%	3%	Religious affiliation
4%	3%	Socioeconomic status
2%	2%	Disability
1%	1%	Sexual orientation

Figure 2. I have felt discriminated against at CWRU because of my... (2014)



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.