

Faculty Climate Survey 2018: Changes in Campus Climate

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. This report focuses on climate items pertaining to diversity and inclusion.

This report examines changes in responses from 2014 to 2018. More specifically, paired-samples *t*-tests ($N = 367$) were used to compare the responses of faculty who completed the climate survey both years. The tables and graphs below, unless otherwise noted to contain all responses from the 2018 Faculty Climate Survey, reflect the results of participants for which items were completed during both 2018 and 2014 administrations.

Table 1. Campus Climate

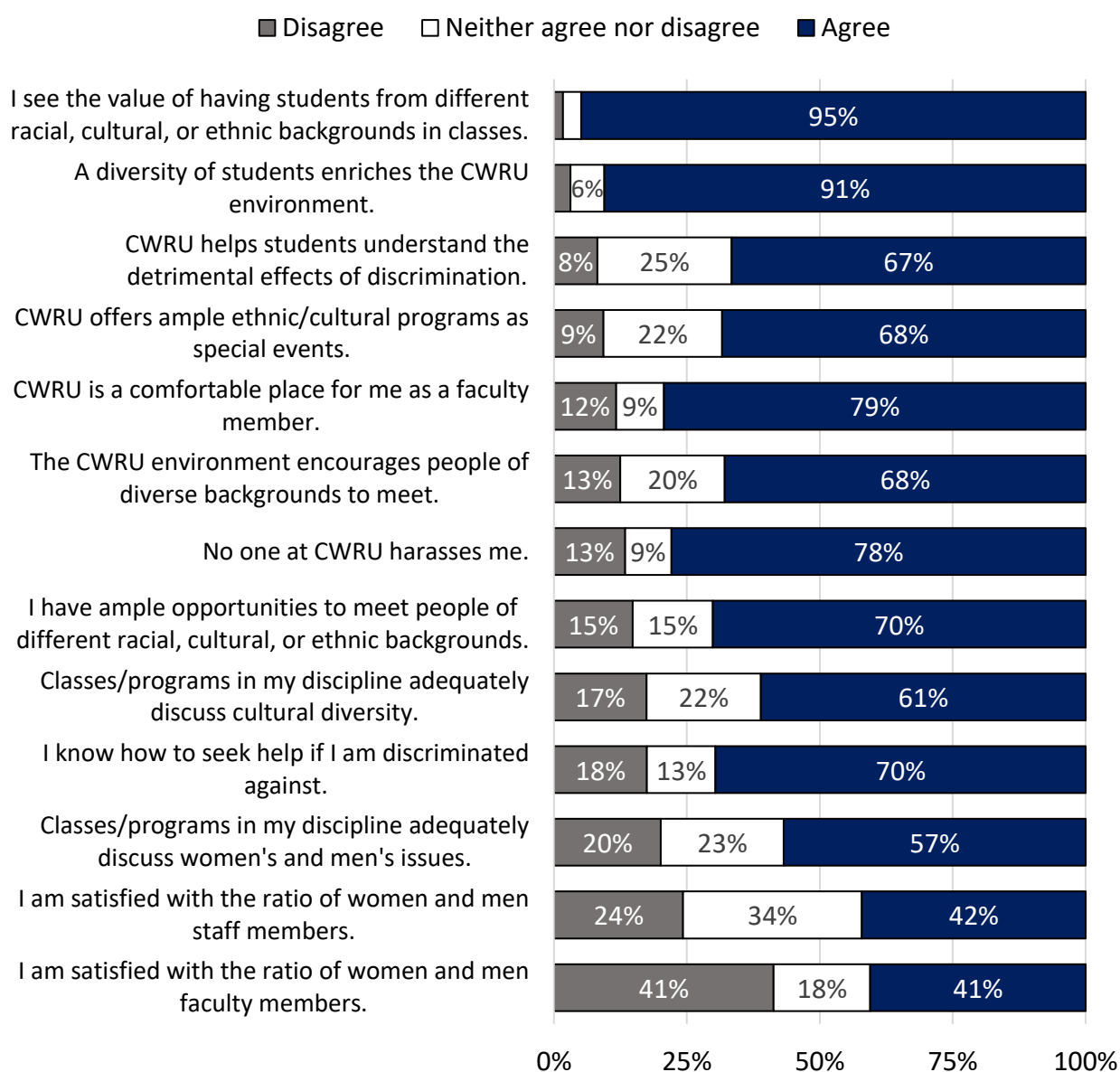
| 2014 | 2018 | Somewhat / Strongly Agree |
|------|------|---|
| 97% | 96% | I see the value of having students from different racial, cultural, or ethnic backgrounds in classes. |
| 91% | 91% | A diversity of students enriches the CWRU environment. |
| 87% | 79% | CWRU is a comfortable place for me as a faculty member.** |
| 84% | 77% | No one at CWRU harasses me. |
| 75% | 69% | I have ample opportunities to meet people of different racial, cultural, or ethnic backgrounds. |
| 68% | 69% | I know how to seek help if I am discriminated against. |
| 65% | 69% | CWRU offers ample ethnic/cultural programs as special events. |
| 68% | 67% | The CWRU environment encourages people of diverse racial, cultural, or ethnic backgrounds to meet. |
| 60% | 67% | CWRU helps students understand the detrimental effects of discrimination. |
| 61% | 61% | Classes/programs in my discipline adequately discuss cultural diversity .** |
| 58% | 57% | Classes/programs in my discipline adequately discuss women's and men's issues .** |
| 45% | 40% | I am satisfied with the ratio of women and men staff members .** |
| 45% | 38% | I am satisfied with the ratio of women and men faculty members .** |

* indicates difference is significant at $p < .05$; ** indicates significant at $p < .01$.

Table 1 presents the climate items and indicate where significant differences were found. Faculty noted being significantly less comfortable now than they were four years ago, being significantly less satisfied with the ratio of women and men faculty and staff members, and noted that classes or programs within their disciplines discuss cultural diversity and men’s and women’s issues significantly less. Faculty continue to see the value of having students from different racial, cultural, or ethnic backgrounds in classes and agree that diversity enriches the CWRU environment.

Figure 1 presents the results of the campus climate items as responded to by the entire 2018 sample.

Figure 1. Campus Climate in 2018: All Faculty



Faculty were also asked the extent to which they have been discriminated against due to personal characteristics. The data indicate greater likelihood of experiencing discrimination since 2014 for most characteristics, with percentages and significance noted in Table 2.

Table 2. Feelings of Discrimination

| 2014 | 2018 | I have felt discriminated against at CWRU because of my... (Somewhat/ Strongly Agree) |
|------|------|--|
| 16% | 25% | Gender* |
| 15% | 20% | Age |
| 8% | 14% | Racial, cultural, or ethnic background |
| 4% | 6% | Religious affiliation** |
| 4% | 4% | Socioeconomic status** |
| 2% | 3% | Disability** |
| 2% | 2% | Sexual orientation** |

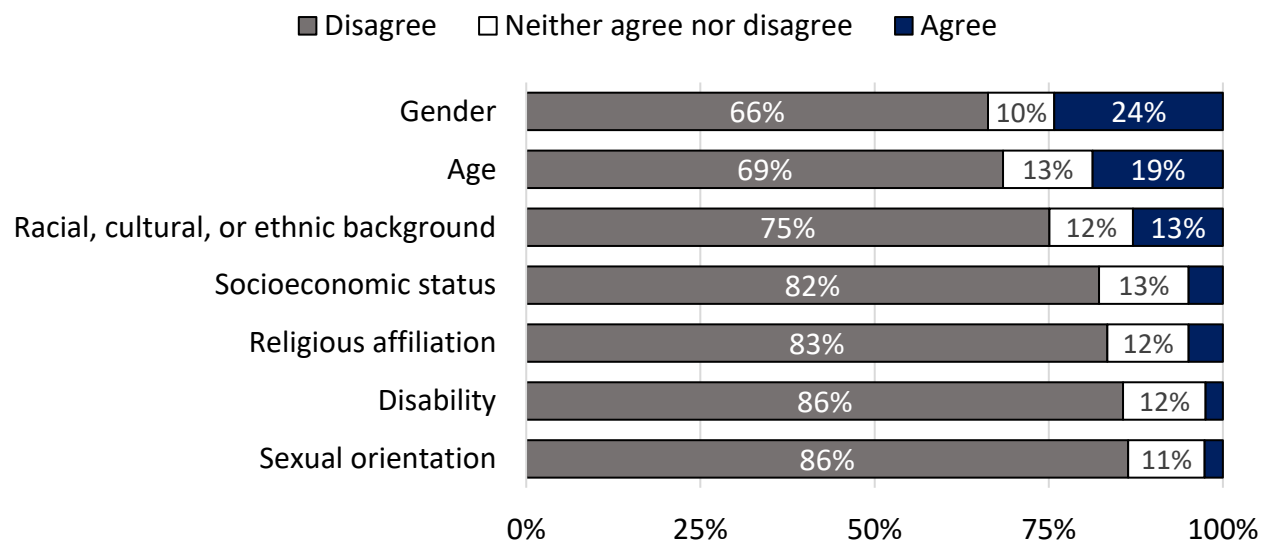
* indicates difference is significant at $p < .05$; ** indicates significant at $p < .01$.

In some cases, the percentages are not drastically different but statistically significant changes from 2014 to 2018 were detected based on mean scores from the two years of data.

Figure 2 presents the breakdown of responses based on the entire 2018 sample. Gender, age, and racial, cultural, or ethnic background remain the most common experiences of discrimination.

Figure 2. Discrimination in 2018: All Faculty

I have felt discriminated against at CWRU because of my...



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.