

# Faculty Climate Survey 2018: Campus Climate Results by School

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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%. Frequencies and response rates for all schools/divisions are presented in Table 1. 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 & Sciences - Arts, Humanities, and Social Sciences	208	138	66%
Arts & 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 & 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%).

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Table 2. Contributions to Campus Climate

<b>Please indicate your agreement or disagreement with the following statements: (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
I see the value of having students from different racial, cultural, or ethnic backgrounds in classes.	<b>95%</b>	98%	88%	93%	96%	100%	94%	94%	95%	98%	93%	100%
A diversity of students enriches the CWRU environment.	<b>90%</b>	94%	85%	87%	88%	94%	91%	90%	88%	93%	93%	94%
CWRU is a comfortable place for me as a faculty member.	<b>79%</b>	77%	83%	68%	82%	78%	76%	80%	88%	83%	88%	89%
No one at CWRU harasses me.	<b>78%</b>	74%	85%	63%	73%	82%	79%	80%	86%	82%	73%	89%
I have ample opportunities to meet people of different racial, cultural, or ethnic backgrounds.	<b>70%</b>	55%	60%	93%	60%	53%	66%	76%	78%	89%	87%	71%
I know how to seek help if I am discriminated against.	<b>70%</b>	71%	71%	77%	69%	94%	60%	64%	64%	70%	87%	86%
CWRU offers ample ethnic/cultural programs as special events.	<b>68%</b>	57%	64%	78%	76%	77%	62%	69%	68%	88%	87%	69%
The CWRU environment encourages people of diverse backgrounds to meet.	<b>68%</b>	53%	66%	72%	75%	53%	66%	74%	68%	86%	87%	64%
CWRU helps students understand the detrimental effects of discrimination.	<b>67%</b>	65%	65%	61%	62%	67%	63%	68%	71%	73%	73%	79%
Classes/programs in my discipline adequately discuss <b>cultural diversity</b> .	<b>61%</b>	74%	40%	47%	35%	65%	51%	67%	63%	66%	75%	76%
Classes/programs in my discipline adequately discuss <b>women's and men's issues</b> .	<b>57%</b>	68%	41%	39%	25%	71%	46%	65%	65%	65%	67%	62%
I am satisfied with the ratio of women and men <b>staff members</b> .	<b>42%</b>	35%	37%	53%	38%	25%	46%	44%	45%	46%	57%	39%
I am satisfied with the ratio of women and men <b>faculty members</b> .	<b>41%</b>	42%	39%	52%	26%	29%	34%	41%	42%	51%	36%	50%

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Table 3. Feelings of Discrimination

I have felt discriminated against at CWRU because of my... (Somewhat/ Strongly Agree)	All Faculty	CAS - A, H, SS	CAS - M, NS	DENT	ENGR	LAW	MED - Bas Sci	MED - Clinical	MGMT	NURS	ATHL	MSASS
Gender	24%	25%	28%	25%	23%	24%	25%	24%	29%	13%	13%	29%
Age	19%	20%	24%	19%	18%	6%	22%	13%	15%	29%	6%	19%
Racial, cultural, or ethnic background	13%	11%	17%	27%	9%	19%	13%	8%	2%	20%	0%	18%
Religious affiliation	5%	5%	0%	17%	0%	7%	4%	4%	5%	6%	7%	3%
Socioeconomic status	5%	8%	6%	8%	2%	0%	3%	2%	5%	6%	7%	3%
Disability	3%	4%	0%	4%	0%	0%	2%	2%	6%	3%	0%	4%
Sexual orientation	3%	3%	4%	4%	0%	6%	1%	2%	6%	2%	0%	3%

Table 4. Sexual Orientation

Do you consider yourself to be:	n	%
Heterosexual or straight	586	74%
Gay or lesbian	24	3%
Bisexual	14	2%
Prefer not to answer	60	8%
Did not respond	107	13%
<b>Total</b>	<b>791</b>	<b>100%</b>

## 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](mailto:Marilyn.Mobley@case.edu).

# Faculty Climate Survey 2018: Appendix

## 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
Biology	Mathematics, Applied Mathematics, and Statistics
Chemistry	Physics

### 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

### Medicine - Clinical

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

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