

New Faculty Climate Survey is available at http://spruce.case.edu/newfaculty/new_faculty.htm

Data Source:

Survey Date	Number of observations as of the survey date (blank observations are included)	Survey Year
4/20/06	11	2006
4/25/06	17	2006
5/16/06	26	2006
6/15/06	31	2006
9/17/07	53	2007
10/3/07	58	2007

As of 10/03/07, 58 responses were received. After deleting 3 responses with missing values, a total of 55 observations are remained. In 2006, there were 31 observations. In 2007, as of Oct 3, there were 27 observations.

Next, some descriptive results are provided.

Subject Information

1. Current academic rank		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Professor (non-tenure)	2	3.6	3.7	3.7
	Associate Professor (with tenure)	7	12.7	13.0	16.7
	Associate Professor (tenure track)	5	9.1	9.3	25.9
	Assistant Professor (tenure track)	31	56.4	57.4	83.3
	Assistant Professor (non-tenure track)	3	5.5	5.6	88.9
	Visiting Assistant Professor (non-tenure track)	6	10.9	11.1	100.0
	Total	54	98.2	100.0	
Missing	System	1	1.8		
Total		55	100.0		

2. Gender	Frequency	Percent	Valid Percent	Cumulative Percent
Male	21	38.2	38.2	38.2
Female	34	61.8	61.8	100.0
Total	55	100.0	100.0	

3. School	Frequency	Percent	Valid Percent	Cumulative Percent
School of Management	1	1.8	1.8	1.8
School of Medicine	31	56.4	56.4	58.2
College of Arts and Sciences	8	14.5	14.5	72.7
Case School of Engineering	8	14.5	14.5	87.3
Frances Payne Bolton School of Nursing	3	5.5	5.5	92.7
Mandel School of Applied Social Science	1	1.8	1.8	94.5
School of Law	1	1.8	1.8	96.4
Department of Physical Education and Athletics	2	3.6	3.6	100.0
Total	55	100.0	100.0	

4. Please identify your ethnic heritage.	Frequency	Percent	Valid Percent	Cumulative Percent
African	1	1.8	1.9	1.9
African American	3	5.5	5.7	7.5
Asian	6	10.9	11.3	18.9
White	43	78.2	81.1	100.0
Total	53	96.4	100.0	
System Missing	2	3.6		
Total	55			

Section I - Accepting the Position

Think back and choose any of the reasons below that influenced your decision to accept your position here at Case

Results from descriptive statistics indicate that the top reasons for accepting the position at CWRU include: Reputation of the university, The opportunity to work with colleagues in my department, Reputation of my department, Atmosphere of department (collegiality), and Opportunity for advancement. For detail, please refer to the following tables.

Descriptive Statistics:

1 Strong Influence, 2 Moderate Influence, 3 Slight Influence 4 No Influence

	N	Mean	Std. Deviation
1. Reputation of the university	54	1.94	.79
2. Reputation of my department	52	2.08	1.10
3. Reputation of faculty or programs outside my department	52	2.48	.98
4. Opportunity for advancement [NA removed]	53	2.17	.89
5. The opportunity to work with colleagues in my department	54	1.96	1.01
6. The opportunity to collaborate with colleagues in other parts of the university.	55	2.25	.97
7. The salary	55	3.00	.98
8. Start up package [NA removed]	48	2.71	.97
9. Atmosphere of department (collegiality) [NA removed]	53	2.08	.94
10. Atmosphere of campus community	54	2.65	.94
11. Opportunity to participate in meetings, conferences etc. to advance my academic career [NA removed]	53	2.74	1.10
12. The relations between Case and my hospital [NA removed]	41	3.20	1.17

Frequency Tables

1. Reputation of the university		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Influence	16	29.1	29.6	29.6
	Moderate Influence	27	49.1	50.0	79.6
	Slight Influence	9	16.4	16.7	96.3
	No Influence	2	3.6	3.7	100.0
	Total	54	98.2	100.0	
Missing	System	1	1.8		
Total		55	100.0		

2. Reputation of my department		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Influence	21	38.2	40.4	40.4
	Moderate Influence	14	25.5	26.9	67.3
	Slight Influence	9	16.4	17.3	84.6
	No Influence	8	14.5	15.4	100.0
	Total	52	94.5	100.0	
Missing	System	3	5.5		
Total		55	100.0		

3. Reputation of faculty or programs outside my department		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Influence	8	14.5	15.4	15.4
	Moderate Influence	21	38.2	40.4	55.8
	Slight Influence	13	23.6	25.0	80.8
	No Influence	10	18.2	19.2	100.0
	Total	52	94.5	100.0	
Missing	System	3	5.5		
Total		55	100.0		

4. Opportunity for advancement [NA removed]		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Influence	12	21.8	22.6	22.6
	Moderate Influence	25	45.5	47.2	69.8
	Slight Influence	11	20.0	20.8	90.6
	No Influence	5	9.1	9.4	100.0
	Total	53	96.4	100.0	
Missing	System	2	3.6		
Total		55	100.0		

5. The opportunity to work with colleagues in my department		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Influence	24	43.6	44.4	44.4
	Moderate Influence	12	21.8	22.2	66.7
	Slight Influence	14	25.5	25.9	92.6
	No Influence	4	7.3	7.4	100.0
	Total	54	98.2	100.0	
Missing	System	1	1.8		
Total		55	100.0		

6. The opportunity to collaborate with colleagues in other parts of the university.		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Influence	13	23.6	23.6	23.6
	Moderate Influence	22	40.0	40.0	63.6
	Slight Influence	13	23.6	23.6	87.3
	No Influence	7	12.7	12.7	100.0
	Total	55	100.0	100.0	

7. The salary		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Influence	3	5.5	5.5	5.5
	Moderate Influence	17	30.9	30.9	36.4
	Slight Influence	12	21.8	21.8	58.2
	No Influence	23	41.8	41.8	100.0
	Total	55	100.0	100.0	

8. Start up package [NA removed]		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Influence	4	7.3	8.3	8.3
	Moderate Influence	19	34.5	39.6	47.9
	Slight Influence	12	21.8	25.0	72.9
	No Influence	13	23.6	27.1	100.0
	Total	48	87.3	100.0	
Missing	System	7	12.7		
Total		55	100.0		

9. Atmosphere of department (collegiality) [NA removed]		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Influence	16	29.1	30.2	30.2
	Moderate Influence	22	40.0	41.5	71.7
	Slight Influence	10	18.2	18.9	90.6
	No Influence	5	9.1	9.4	100.0

	Total	53	96.4	100.0	
Missing	System	2	3.6		
Total		55	100.0		

10. Atmosphere of campus community		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Influence	5	9.1	9.3	9.3
	Moderate Influence	21	38.2	38.9	48.1
	Slight Influence	16	29.1	29.6	77.8
	No Influence	12	21.8	22.2	100.0
	Total	54	98.2	100.0	
Missing	System	1	1.8		
Total		55	100.0		

11. Opportunity to participate in meetings, conferences etc. to advance my academic career [NA removed]		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Influence	8	14.5	15.1	15.1
	Moderate Influence	16	29.1	30.2	45.3
	Slight Influence	11	20.0	20.8	66.0
	No Influence	18	32.7	34.0	100.0
	Total	53	96.4	100.0	
Missing	System	2	3.6		
Total		55	100.0		

12. The relations between Case and my hospital [NA removed]		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Influence	7	12.7	17.1	17.1
	Moderate Influence	3	5.5	7.3	24.4
	Slight Influence	6	10.9	14.6	39.0
	No Influence	25	45.5	61.0	100.0
	Total	41	74.5	100.0	
Missing	System	14	25.5		
Total		55	100.0		

Section II Personal Life Influences

Please let us know how personal decisions may have affected your decision to accept the position at Case. Choose as many of the following as apply.

Results from descriptive statistics indicate that personal life influences slightly affect the decision to accept the position at Case.

Descriptive Statistics

1 Strong Influence, 2 Moderate Influence, 3 Slight Influence 4 No Influence

	N	Mean	Std. Deviation
1. Personal/Family ties to the area	47	2.91	1.265
2. Spouse/Partner job in the area	43	3.21	1.264
3. Child Care option in area	41	3.54	.977
4. Affordability of housing	53	2.74	1.059
5. Amenities of living in an urban area (airport, arts and cultural activities, sports venues, etc.)	51	2.55	1.026
6. Diversity of population in Northeast Ohio	52	3.12	1.114
7. Quality of life in Northeast Ohio	51	2.86	1.077
8. Other	17	2.47	1.375

Frequency Tables

1. Personal/Family ties to the area		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Influence	10	18.2	18.5	18.5
	Moderate Influence	9	16.4	16.7	35.2
	Slight Influence	3	5.5	5.6	40.7
	No Influence	25	45.5	46.3	87.0
	N/A	7	12.7	13.0	100.0
	Total	54	98.2	100.0	
Missing	System	1	1.8		
Total		55	100.0		

2. Spouse/Partner job in the area		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Influence	9	16.4	17.0	17.0
	Moderate Influence	3	5.5	5.7	22.6
	Slight Influence	1	1.8	1.9	24.5
	No Influence	30	54.5	56.6	81.1
	N/A	10	18.2	18.9	100.0
	Total	53	96.4	100.0	
Missing	System	2	3.6		
Total		55	100.0		

3. Child Care option in area		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Influence	4	7.3	7.4	7.4
	Moderate Influence	2	3.6	3.7	11.1
	Slight Influence	3	5.5	5.6	16.7
	No Influence	32	58.2	59.3	75.9
	N/A	13	23.6	24.1	100.0
	Total	54	98.2	100.0	
Missing	System	1	1.8		
Total		55	100.0		

4. Affordability of housing		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Influence	8	14.5	14.5	14.5
	Moderate Influence	14	25.5	25.5	40.0
	Slight Influence	15	27.3	27.3	67.3
	No Influence	16	29.1	29.1	96.4
	N/A	2	3.6	3.6	100.0
	Total	55	100.0	100.0	

5. Amenities of living in an urban area (airport, arts and cultural activities, sports venues, etc.)		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Influence	8	14.5	15.1	15.1
	Moderate Influence	19	34.5	35.8	50.9
	Slight Influence	12	21.8	22.6	73.6
	No Influence	12	21.8	22.6	96.2
	N/A	2	3.6	3.8	100.0
	Total	53	96.4	100.0	
Missing	System	2	3.6		
Total		55	100.0		

6. Diversity of population in Northeast Ohio		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Influence	6	10.9	11.1	11.1
	Moderate Influence	11	20.0	20.4	31.5
	Slight Influence	6	10.9	11.1	42.6
	No Influence	29	52.7	53.7	96.3
	N/A	2	3.6	3.7	100.0
	Total	54	98.2	100.0	
Missing	System	1	1.8		
Total		55	100.0		

7. Quality of life in Northeast Ohio		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Influence	7	12.7	13.2	13.2
	Moderate Influence	12	21.8	22.6	35.8
	Slight Influence	13	23.6	24.5	60.4
	No Influence	19	34.5	35.8	96.2
	N/A	2	3.6	3.8	100.0
	Total	53	96.4	100.0	
Missing	System	2	3.6		
Total		55	100.0		

8. Other		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Influence	6	10.9	18.8	18.8
	Moderate Influence	4	7.3	12.5	31.3
	No Influence	7	12.7	21.9	53.1
	N/A	15	27.3	46.9	100.0
	Total	32	58.2	100.0	
Missing	System	23	41.8		
Total		55	100.0		

Section III – Institutional Services and Activities

Now we’d like you to think about those services or activities that have helped you become acclimated to the university during your first year(s) on campus. Please indicate their importance to you and your success here at Case.

Results from frequency tables indicate that the very important or important institutional services and activities perceived by new faculty include: Informal Mentoring by colleagues (73.1%), mentoring by your Chair (51.9%), Faculty Development Workshops (UCITE, grant writing, teaching, etc.) (32.7%), UCITE (29.6%), Kelvin Smith Library (29.1%), and Formal Mentoring Program in your department (25.9%).

1. University Orientation for new faculty		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Important	3	5.5	5.5	5.5
	Important	5	9.1	9.1	14.5
	Somewhat Important	16	29.1	29.1	43.6
	Not Important	15	27.3	27.3	70.9
	Did not Use/Attend	6	10.9	10.9	81.8
	Was not aware of service/ activity	10	18.2	18.2	100.0
	Total	55	100.0	100.0	

2. School Specific Orientation for new faculty		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Important	2	3.6	3.7	3.7
	Important	2	3.6	3.7	7.4
	Somewhat Important	8	14.5	14.8	22.2
	Not Important	5	9.1	9.3	31.5
	Did not Use/Attend	6	10.9	11.1	42.6
	Was not aware of service/ activity	31	56.4	57.4	100.0
	Total	54	98.2	100.0	
Missing	System	1	1.8		
Total		55	100.0		

3. Formal Mentoring Program in your department		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Important	4	7.3	7.4	7.4
	Important	10	18.2	18.5	25.9
	Somewhat Important	8	14.5	14.8	40.7
	Not Important	5	9.1	9.3	50.0
	Did not Use/Attend	6	10.9	11.1	61.1
	Was not aware of service/ activity	21	38.2	38.9	100.0
	Total	54	98.2	100.0	
Missing	System	1	1.8		
Total		55	100.0		

4. Informal Mentoring by colleagues		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Important	20	36.4	38.5	38.5
	Important	18	32.7	34.6	73.1
	Somewhat Important	9	16.4	17.3	90.4
	Not Important	1	1.8	1.9	92.3
	Did not Use/Attend	2	3.6	3.8	96.2
	Was not aware of service/ activity	2	3.6	3.8	100.0
	Total	52	94.5	100.0	
Missing	System	3	5.5		
Total		55	100.0		

5. Mentoring by your Chair		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Important	10	18.2	18.5	18.5
	Important	18	32.7	33.3	51.9
	Somewhat Important	9	16.4	16.7	68.5
	Not Important	7	12.7	13.0	81.5
	Did not Use/Attend	3	5.5	5.6	87.0
	Was not aware of service/ activity	7	12.7	13.0	100.0
	Total	54	98.2	100.0	
Missing	System	1	1.8		
Total		55	100.0		

6. Faculty Development Workshops (UCITE, grant writing, teaching, etc.)		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Important	7	12.7	12.7	12.7
	Important	11	20.0	20.0	32.7
	Somewhat Important	15	27.3	27.3	60.0
	Not Important	10	18.2	18.2	78.2
	Did not Use/Attend	11	20.0	20.0	98.2
	Was not aware of service/ activity	1	1.8	1.8	100.0
	Total	55	100.0	100.0	

7. Tenure/Promotion Information sessions		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Important	3	5.5	5.5	5.5
	Important	10	18.2	18.2	23.6
	Somewhat Important	7	12.7	12.7	36.4
	Not Important	7	12.7	12.7	49.1
	Did not Use/Attend	16	29.1	29.1	78.2
	Was not aware of service/ activity	12	21.8	21.8	100.0
	Total	55	100.0	100.0	

8. Human Resources diversity workshop		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Important	1	1.8	1.9	1.9
	Important	1	1.8	1.9	3.8
	Somewhat Important	2	3.6	3.8	7.5
	Not Important	11	20.0	20.8	28.3
	Did not Use/Attend	16	29.1	30.2	58.5
	Was not aware of service/ activity	22	40.0	41.5	100.0
	Total	53	96.4	100.0	
Missing	System	2	3.6		
Total		55	100.0		

9. Newcomers Committee functions		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Important	3	5.5	5.5	5.5
	Important	8	14.5	14.5	20.0
	Somewhat Important	10	18.2	18.2	38.2
	Not Important	11	20.0	20.0	58.2
	Did not Use/Attend	12	21.8	21.8	80.0
	Was not aware of service/ activity	11	20.0	20.0	100.0
	Total	55	100.0	100.0	

10. Academic Careers in Engineering and Science (ACES)		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Important	2	3.6	3.7	3.7
	Important	8	14.5	14.8	18.5
	Somewhat Important	9	16.4	16.7	35.2
	Not Important	3	5.5	5.6	40.7
	Did not Use/Attend	20	36.4	37.0	77.8
	Was not aware of service/ activity	12	21.8	22.2	100.0
	Total	54	98.2	100.0	
Missing	System	1	1.8		
Total		55	100.0		

11. UCITE		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Important	8	14.5	14.8	14.8
	Important	8	14.5	14.8	29.6
	Somewhat Important	13	23.6	24.1	53.7
	Not Important	9	16.4	16.7	70.4
	Did not Use/Attend	11	20.0	20.4	90.7
	Was not aware of service/ activity	5	9.1	9.3	100.0
	Total	54	98.2	100.0	
Missing	System	1	1.8		
Total		55	100.0		

12. Office of Student Support Services		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Important	1	1.8	1.8	1.8
	Important	2	3.6	3.6	5.5
	Somewhat Important	4	7.3	7.3	12.7
	Not Important	7	12.7	12.7	25.5
	Did not Use/Attend	20	36.4	36.4	61.8
	Was not aware of service/ activity	21	38.2	38.2	100.0
	Total	55	100.0	100.0	

13. Institutional Technology		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Important	3	5.5	5.5	5.5
	Important	6	10.9	10.9	16.4
	Somewhat Important	14	25.5	25.5	41.8
	Not Important	9	16.4	16.4	58.2
	Did not Use/Attend	9	16.4	16.4	74.5
	Was not aware of service/ activity	14	25.5	25.5	100.0
	Total	55	100.0	100.0	

14. Instructional Technology and Academic Computing		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Important	4	7.3	7.4	7.4
	Important	7	12.7	13.0	20.4
	Somewhat Important	15	27.3	27.8	48.1
	Not Important	6	10.9	11.1	59.3
	Did not Use/Attend	9	16.4	16.7	75.9
	Was not aware of service/ activity	13	23.6	24.1	100.0
	Total	54	98.2	100.0	
Missing	System	1	1.8		
	Total	55	100.0		

15. Kelvin Smith Library		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Important	8	14.5	14.5	14.5
	Important	8	14.5	14.5	29.1
	Somewhat Important	11	20.0	20.0	49.1
	Not Important	9	16.4	16.4	65.5
	Did not Use/Attend	15	27.3	27.3	92.7
	Was not aware of service/ activity	4	7.3	7.3	100.0
	Total	55	100.0	100.0	

16. KSL Learn classes		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Important	1	1.8	1.8	1.8
	Important	1	1.8	1.8	3.6
	Somewhat Important	4	7.3	7.3	10.9
	Not Important	6	10.9	10.9	21.8
	Did not Use/Attend	30	54.5	54.5	76.4
	Was not aware of service/ activity	13	23.6	23.6	100.0
	Total	55	100.0	100.0	

17. Office of Multicultural Affairs		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Important	1	1.8	1.8	1.8
	Important	1	1.8	1.8	3.6
	Somewhat Important	1	1.8	1.8	5.5
	Not Important	5	9.1	9.1	14.5
	Did not Use/Attend	30	54.5	54.5	69.1
	Was not aware of service/ activity	17	30.9	30.9	100.0
	Total	55	100.0	100.0	

18. Flora Stone Mather Center for Women		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Important	1	1.8	1.8	1.8
	Important	5	9.1	9.1	10.9
	Somewhat Important	5	9.1	9.1	20.0
	Not Important	7	12.7	12.7	32.7
	Did not Use/Attend	26	47.3	47.3	80.0
	Was not aware of service/ activity	11	20.0	20.0	100.0
	Total	55	100.0	100.0	

19. Office of Foreign Faculty and Affairs		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Important	2	3.6	3.6	3.6
	Important	6	10.9	10.9	14.5
	Somewhat Important	5	9.1	9.1	23.6
	Not Important	4	7.3	7.3	30.9
	Did not Use/Attend	29	52.7	52.7	83.6
	Was not aware of service/ activity	9	16.4	16.4	100.0
	Total	55	100.0	100.0	

Which offices or centers did you find helpful for your academic needs? Choose as many as apply.

Offices or centers perceived to be helpful for academic needs by new faculty members include: Mentoring by your chair (n=24), University Orientation for new faculty (n=14), Formal Mentoring program in your department (n=13), and Academic Careers in Engineering and Science (n=13).

Which offices or Centers did you find helpful for making Case a welcoming climate?

Offices or centers perceived to be helpful for making Case a welcoming climate by new faculty members include: Newcomers Committee (n=21) and UCITE (n=17).