

**Foundations of Excellence**

**Faculty and Staff Survey:**

**Philosophy Dimension Report**

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## **Executive Summary**

- Faculty and staff feel that a philosophy for working with new students is only moderately communicated at both the institutional and departmental level
- Although faculty and staff do not feel that a philosophy for working with new students is strongly communicated or that the institution as a whole operates based on one, the majority do feel that departments and units operate from one
- Part-time, adjunct, faculty and staff without academic rank feel that a philosophy for working with new students is better communicated and followed than full-time faculty and staff with rank
- The large majority of faculty and staff feel that a formalized philosophy for working with new students is valuable,
- The majority of faculty and staff feel that the institution has a strong commitment to the success of new students

## Philosophy Dimension

### A rationale that guides educational goals and practices

#### Institutional Philosophy for Working with New Students has been Communicated:

- Overall, most faculty and staff do not feel that an institutional philosophy for working with new students has been communicated to them (37% negative response vs. 29% positive response and 34% neutral)
- Faculty and staff perceptions of how well an institutional philosophy for working with new students has been communicated does not differ significantly by:
  - Work assignment
  - Employment status
  - Academic rank
  - Length of employment
  - Division
  - School
  - Campus

#### By Work Role / Assignment

		Q11: To what degree has an institutional philosophy for working with new students at this institution been communicated to you?						Total
		Not at all	Slight	Moderate	High	Very High	No Response	
Faculty	Count	45	73	88	51	38	11	306
	%	15%	24%	29%	17%	12%	4%	100%
Administrator	Count	2	11	9	11	8	0	41
	%	5%	27%	22%	27%	20%	0%	100%
Professional Staff	Count	4	11	14	10	10	3	52
	%	8%	21%	27%	19%	19%	6%	100%
Technical, Clerical, Service Personnel	Count	3	6	11	5	7	0	32
	%	9%	19%	34%	16%	22%	0%	100%
<b>Total</b>	<b>Count</b>	<b>54</b>	<b>101</b>	<b>122</b>	<b>77</b>	<b>63</b>	<b>14</b>	<b>431</b>
	<b>%</b>	<b>13%</b>	<b>23%</b>	<b>28%</b>	<b>18%</b>	<b>15%</b>	<b>3%</b>	<b>100%</b>

#### By Employment Status

		Q11: To what degree has an institutional philosophy for working with new students at this institution been communicated to you?						Total
		Not at all	Slight	Moderate	High	Very High	No Response	
Full-Time	Count	28	53	67	36	34	4	222
	%	13%	24%	30%	16%	15%	2%	100%
Part-Time	Count	25	46	55	40	28	10	204
	%	12%	23%	27%	20%	14%	5%	100%
<b>Total</b>	<b>Count</b>	<b>53</b>	<b>99</b>	<b>122</b>	<b>76</b>	<b>62</b>	<b>14</b>	<b>426</b>
	<b>%</b>	<b>12%</b>	<b>23%</b>	<b>29%</b>	<b>18%</b>	<b>15%</b>	<b>3%</b>	<b>100%</b>

**By Academic Rank**

		Q11: To what degree has an institutional philosophy for working with new students at this institution been communicated to you?						Total
		Not at all	Slight	Moderate	High	Very High	No Response	
I do not have academic rank	Count	7	16	27	18	16	3	87
	%	8%	18%	31%	21%	18%	3%	100%
Adjunct / Instructor / Lecturer	Count	27	48	58	43	32	9	217
	%	12%	22%	27%	20%	15%	4%	100%
Assistant / Associate Professor	Count	13	19	22	9	9	1	73
	%	18%	26%	30%	12%	12%	1%	100%
Full Professor	Count	6	12	12	4	5	0	39
	%	15%	31%	31%	10%	13%	0%	100%
Other Rank	Count	0	3	3	3	1	1	11
	%	0%	27%	27%	27%	9%	9%	100%
<b>Total</b>	<b>Count</b>	<b>53</b>	<b>98</b>	<b>122</b>	<b>77</b>	<b>63</b>	<b>14</b>	<b>427</b>
	<b>%</b>	<b>12%</b>	<b>23%</b>	<b>29%</b>	<b>18%</b>	<b>15%</b>	<b>3%</b>	<b>100%</b>

**By Length of Employment**

		Q11: To what degree has an institutional philosophy for working with new students at this institution been communicated to you?						Total
		Not at all	Slight	Moderate	High	Very High	No Response	
1 year or less	Count	1	3	3	3	1	0	11
	%	9%	27%	27%	27%	9%	0%	100%
2 – 5 years	Count	19	32	34	28	18	8	139
	%	14%	23%	25%	20%	13%	6%	100%
6 – 10 years	Count	15	32	44	18	24	5	138
	%	11%	23%	32%	13%	17%	4%	100%
11 – 15 years	Count	9	9	23	14	12	0	67
	%	13%	13%	34%	21%	18%	0%	100%
16 – 20 years	Count	3	12	9	6	2	0	32
	%	9%	38%	28%	19%	6%	0%	100%
More than 20 years	Count	6	11	9	7	6	1	40
	%	15%	28%	23%	18%	15%	3%	100%
<b>Total</b>	<b>Count</b>	<b>53</b>	<b>99</b>	<b>122</b>	<b>76</b>	<b>63</b>	<b>14</b>	<b>427</b>
	<b>%</b>	<b>12%</b>	<b>23%</b>	<b>29%</b>	<b>18%</b>	<b>15%</b>	<b>3%</b>	<b>100%</b>

**By Division**

		Q11: To what degree has an institutional philosophy for working with new students at this institution been communicated to you?						Total
		Not at all	Slight	Moderate	High	Very High	No Response	
Academic Services	Count	29	53	60	38	23	5	208
	%	14%	26%	29%	18%	11%	2%	100%
Business Affairs	Count	1	2	6	1	2	0	12
	%	8%	17%	50%	8%	17%	0%	100%
Division of Administration	Count	1	2	1	2	1	0	7
	%	14%	29%	14%	29%	14%	0%	100%
Human Resources	Count	0	0	0	1	1	0	2
	%	0%	0%	0%	50%	50%	0%	100%
President's Office	Count	0	1	0	0	0	1	2
	%	0%	50%	0%	0%	0%	50%	100%
Student Services	Count	1	7	9	8	8	2	35
	%	3%	20%	26%	23%	23%	6%	100%
Workforce & Community Services	Count	1	0	1	0	2	0	4
	%	25%	0%	25%	0%	50%	0%	100%
<b>Total</b>	<b>Count</b>	<b>33</b>	<b>65</b>	<b>77</b>	<b>50</b>	<b>37</b>	<b>8</b>	<b>270</b>
	<b>%</b>	<b>12%</b>	<b>24%</b>	<b>29%</b>	<b>19%</b>	<b>14%</b>	<b>3%</b>	<b>100%</b>

**By School**

		Q11: To what degree has an institutional philosophy for working with new students at this institution been communicated to you?					Total
		Not at all	Slight	Moderate	High	Very High	
Arts & Sciences	Count	22	5	4	0	4	35
	%	63%	14%	11%	0%	11%	100%
Business & Information Systems	Count	30	11	6	0	8	55
	%	55%	20%	11%	0%	15%	100%
Health Sciences	Count	35	8	12	2	4	61
	%	57%	13%	20%	3%	7%	100%
Public Safety & Emergency Preparedness	Count	25	5	6	0	4	40
	%	63%	13%	15%	0%	10%	100%
Technology	Count	17	1	5	2	4	29
	%	59%	3%	17%	7%	14%	100%
No Response	Count	6	1	0	0	0	7
	%	86%	14%	0%	0%	0%	100%
<b>Total</b>	<b>Count</b>	<b>135</b>	<b>31</b>	<b>33</b>	<b>4</b>	<b>24</b>	<b>227</b>
	<b>%</b>	<b>60%</b>	<b>14%</b>	<b>15%</b>	<b>2%</b>	<b>11%</b>	<b>100%</b>

**By Campus**

		Q11: To what degree has an institutional philosophy for working with new students at this institution been communicated to you?						Total
		Not at all	Slight	Moderate	High	Very High	No Response	
Toledo	Count	47	78	99	59	45	12	<b>340</b>
	%	14%	23%	29%	17%	13%	4%	<b>100%</b>
Findlay	Count	5	21	20	18	12	2	<b>78</b>
	%	6%	27%	26%	23%	15%	3%	<b>100%</b>
<b>Total</b>	<b>Count</b>	<b>52</b>	<b>99</b>	<b>119</b>	<b>77</b>	<b>57</b>	<b>14</b>	<b>418</b>
	<b>%</b>	<b>12%</b>	<b>24%</b>	<b>29%</b>	<b>18%</b>	<b>14%</b>	<b>3%</b>	<b>100%</b>

**Department/Unit Philosophy for Working with New Students has been Communicated:**

- Faculty and staff are fairly split on whether or not they feel that a department or unit philosophy for working with new students has been communicated to them (36% negative response vs. 36% positive response and 28% neutral)
- Administrators (49%), and technical, clerical, and service personnel (69%) feel that a department philosophy for working with new students has been communicated to them more than to faculty (28%)
- Those without academic rank (53%) feel that a department philosophy for working with new students has been communicated to them better than those with academic rank (30%)
- Although there is not much difference by division, faculty and staff in Student Services (65%) feel that a department/unit philosophy for working with new students has been communicated to them better than faculty and staff in Academic Services (32%)
- Perceptions of how well a department or unit philosophy for working with new students has been communicated do not differ significantly by employment status, length of employment, or school

**By Work Role / Assignment**

		Q12: To what degree has a department/unit philosophy for working with new students at this institution been communicated to you?						Total
		Not at all	Slight	Moderate	High	Very High	No Response	
Faculty	Count	52	71	87	45	41	10	306
	%	17%	23%	28%	15%	13%	3%	100%
Administrator	Count	4	5	10	9	11	2	41
	%	10%	12%	24%	22%	27%	5%	100%
Professional Staff	Count	8	5	15	9	13	2	52
	%	15%	10%	29%	17%	25%	4%	100%
Technical, Clerical, Service Personnel	Count	2	2	5	14	8	1	32
	%	6%	6%	16%	44%	25%	3%	100%
<b>Total</b>	<b>Count</b>	<b>66</b>	<b>83</b>	<b>117</b>	<b>77</b>	<b>73</b>	<b>15</b>	<b>431</b>
	<b>%</b>	<b>15%</b>	<b>19%</b>	<b>27%</b>	<b>18%</b>	<b>17%</b>	<b>4%</b>	<b>100%</b>

**By Employment Status**

		Q12: To what degree has a department/unit philosophy for working with new students at this institution been communicated to you?						Total
		Not at all	Slight	Moderate	High	Very High	No Response	
Full-Time	Count	41	37	61	39	39	5	222
	%	19%	17%	28%	18%	18%	2%	100%
Part-Time	Count	24	44	56	37	33	10	204
	%	12%	22%	28%	18%	16%	5%	100%
<b>Total</b>	<b>Count</b>	<b>65</b>	<b>81</b>	<b>117</b>	<b>76</b>	<b>72</b>	<b>15</b>	<b>426</b>
	<b>%</b>	<b>15%</b>	<b>19%</b>	<b>28%</b>	<b>18%</b>	<b>17%</b>	<b>4%</b>	<b>100%</b>



**By Academic Rank**

		Q12: To what degree has a department/unit philosophy for working with new students at this institution been communicated to you?						Total
		Not at all	Slight	Moderate	High	Very High	No Response	
I do not have academic rank	Count	6	9	21	25	21	5	<b>87</b>
	%	7%	10%	24%	29%	24%	6%	<b>100%</b>
Adjunct / Instructor / Lecturer	Count	33	45	55	38	37	9	<b>217</b>
	%	15%	21%	25%	18%	17%	4%	<b>100%</b>
Assistant / Associate Professor	Count	15	19	22	10	7	0	<b>73</b>
	%	21%	26%	30%	14%	10%	0%	<b>100%</b>
Full Professor	Count	11	6	16	1	5	0	<b>39</b>
	%	28%	15%	41%	3%	13%	0%	<b>100%</b>
Other Rank	Count	0	2	3	2	3	1	<b>11</b>
	%	0%	18%	27%	18%	27%	9%	<b>100%</b>
<b>Total</b>	<b>Count</b>	<b>65</b>	<b>81</b>	<b>117</b>	<b>76</b>	<b>73</b>	<b>15</b>	<b>427</b>
	<b>%</b>	<b>15%</b>	<b>19%</b>	<b>27%</b>	<b>18%</b>	<b>17%</b>	<b>4%</b>	<b>100%</b>

**By Length of Employment**

		Q12: To what degree has a department/unit philosophy for working with new students at this institution been communicated to you?						Total
		Not at all	Slight	Moderate	High	Very High	No Response	
1 year or less	Count	1	4	2	2	2	0	<b>11</b>
	%	9%	36%	18%	18%	18%	0%	<b>100%</b>
2 – 5 years	Count	20	32	37	25	17	8	<b>139</b>
	%	14%	23%	27%	18%	12%	6%	<b>100%</b>
6 – 10 years	Count	18	23	38	26	28	5	<b>138</b>
	%	13%	17%	28%	19%	20%	4%	<b>100%</b>
11 – 15 years	Count	10	7	21	13	15	1	<b>67</b>
	%	15%	10%	31%	19%	22%	2%	<b>100%</b>
16 – 20 years	Count	8	7	9	3	5	0	<b>32</b>
	%	25%	22%	28%	9%	16%	0%	<b>100%</b>
More than 20 years	Count	8	8	10	7	6	1	<b>40</b>
	%	20%	20%	25%	18%	15%	3%	<b>100%</b>
<b>Total</b>	<b>Count</b>	<b>65</b>	<b>81</b>	<b>117</b>	<b>76</b>	<b>73</b>	<b>15</b>	<b>427</b>
	<b>%</b>	<b>15%</b>	<b>19%</b>	<b>27%</b>	<b>18%</b>	<b>17%</b>	<b>4%</b>	<b>100%</b>

**By Division**

		Q12: To what degree has a department/unit philosophy for working with new students at this institution been communicated to you?						Total
		Not at all	Slight	Moderate	High	Very High	No Response	
Academic Services	Count	39	43	56	37	28	5	208
	%	19%	21%	27%	18%	14%	2%	100%
Business Affairs	Count	3	0	6	1	2	0	12
	%	25%	0%	50%	8%	17%	0%	100%
Division of Administration	Count	2	1	1	1	2	0	7
	%	29%	14%	14%	14%	29%	0%	100%
Human Resources	Count	0	0	0	0	1	1	2
	%	0%	0%	0%	0%	50%	50%	100%
President's Office	Count	0	1	0	0	0	1	2
	%	0%	50%	0%	0%	0%	50%	100%
Student Services	Count	0	2	8	11	12	2	35
	%	0%	6%	23%	31%	34%	6%	100%
Workforce & Community Services	Count	1	0	1	0	2	0	4
	%	25%	0%	25%	0%	50%	0%	100%
<b>Total</b>	<b>Count</b>	<b>45</b>	<b>47</b>	<b>72</b>	<b>50</b>	<b>47</b>	<b>9</b>	<b>270</b>
	<b>%</b>	<b>17%</b>	<b>17%</b>	<b>27%</b>	<b>19%</b>	<b>17%</b>	<b>3%</b>	<b>100%</b>

**By School**

		Q12: To what degree has a department/unit philosophy for working with new students at this institution been communicated to you?						Total
		Not at all	Slight	Moderate	High	Very High	No Response	
Arts & Sciences	Count	23	25	37	26	19	5	135
	%	17%	19%	27%	19%	14%	4%	100%
Business & Information Systems	Count	9	11	4	4	2	1	31
	%	29%	36%	13%	13%	7%	3%	100%
Health Sciences	Count	6	7	9	2	9	0	33
	%	18%	21%	27%	6%	27%	0%	100%
Public Safety & Emergency Preparedness	Count	0	0	2	1	0	1	4
	%	0%	0%	50%	25%	0%	25%	100%
Technology	Count	7	5	4	5	3	0	24
	%	29%	21%	17%	21%	13%	0%	100%
<b>Total</b>	<b>Count</b>	<b>45</b>	<b>48</b>	<b>56</b>	<b>38</b>	<b>33</b>	<b>7</b>	<b>227</b>
	<b>%</b>	<b>20%</b>	<b>21%</b>	<b>25%</b>	<b>17%</b>	<b>15%</b>	<b>3%</b>	<b>100%</b>

**By Campus**

		Q12: To what degree has a department/unit philosophy for working with new students at this institution been communicated to you?						Total
		Not at all	Slight	Moderate	High	Very High	No Response	
Toledo	Count	52	63	96	62	54	13	<b>340</b>
	%	15%	19%	28%	18%	16%	4%	<b>100%</b>
Findlay	Count	11	20	18	15	12	2	<b>78</b>
	%	14%	26%	23%	19%	15%	3%	<b>100%</b>
<b>Total</b>	<b>Count</b>	<b>63</b>	<b>83</b>	<b>114</b>	<b>77</b>	<b>66</b>	<b>15</b>	<b>418</b>
	<b>%</b>	<b>15%</b>	<b>20%</b>	<b>27%</b>	<b>18%</b>	<b>16%</b>	<b>4%</b>	<b>100%</b>

**Institution Operates from a Commonly Held Philosophy for Working with New Students:**

- Faculty and staff are fairly split on whether or not they feel that the institution operates from a commonly held philosophy for working with new students (35% negative response vs. 36% positive response and 29% neutral)
- Part-time faculty and staff (39%) feel that the institution operates from a commonly held philosophy for working with new students more so than full-time faculty and staff (26%)
- Adjunct faculty and staff and those without rank (37%) feel that the institution operates from a commonly held philosophy for working with new students more than faculty with rank (17%)
- Perceptions of whether or not the institution operates from a commonly held philosophy for working with new students do not differ by:
  - Work assignment
  - Length of employment
  - Division
  - School
  - Campus

**By Work Role / Assignment**

		Q13: To what degree does this institution operate from a commonly held philosophy for working with new students?						Total
		Not at all	Slight	Moderate	High	Very High	No Response	
Faculty	Count	31	56	78	55	39	45	304
	%	10%	18%	26%	18%	13%	15%	100%
Administrator	Count	7	9	9	8	5	2	40
	%	18	23%	23%	20%	13%	5%	100%
Professional Staff	Count	9	8	12	12	5	6	52
	%	17%	15%	23%	23%	10%	12%	100%
Technical, Clerical, Service Personnel	Count	2	8	9	8	3	2	32
	%	6%	25%	28%	25%	9%	6%	100%
<b>Total</b>	<b>Count</b>	<b>49</b>	<b>81</b>	<b>108</b>	<b>83</b>	<b>52</b>	<b>55</b>	<b>428</b>
	<b>%</b>	<b>11%</b>	<b>19%</b>	<b>25%</b>	<b>19%</b>	<b>12%</b>	<b>13%</b>	<b>100%</b>

**By Employment Status**

		Q13: To what degree does this institution operate from a commonly held philosophy for working with new students?						Total
		Not at all	Slight	Moderate	High	Very High	No Response	
Full-Time	Count	41	50	59	39	17	15	221
	%	19%	23%	27%	18%	8%	7%	100%
Part-Time	Count	6	29	49	44	34	40	202
	%	3%	14%	24%	22%	17%	20%	100%
<b>Total</b>	<b>Count</b>	<b>47</b>	<b>79</b>	<b>108</b>	<b>83</b>	<b>51</b>	<b>55</b>	<b>423</b>
	<b>%</b>	<b>11%</b>	<b>19%</b>	<b>26%</b>	<b>20%</b>	<b>12%</b>	<b>13%</b>	<b>100%</b>

**By Academic Rank**

		Q13: To what degree does this institution operate from a commonly held philosophy for working with new students?						Total
		Not at all	Slight	Moderate	High	Very High	No Response	
I do not have academic rank	Count	7	20	21	21	8	9	<b>86</b>
	%	8%	23%	24%	24%	9%	11%	<b>100%</b>
Adjunct / Instructor / Lecturer	Count	12	29	53	48	36	37	<b>215</b>
	%	6%	14%	25%	22%	17%	17%	<b>100%</b>
Assistant / Associate Professor	Count	18	19	19	7	4	6	<b>73</b>
	%	25%	26%	26%	10%	6%	8%	<b>100%</b>
Full Professor	Count	10	10	9	6	2	2	<b>39</b>
	%	26%	26%	23%	15%	5%	5%	<b>100%</b>
Other Rank	Count	0	2	5	1	2	1	<b>11</b>
	%	0%	18%	46%	9%	18%	9%	<b>100%</b>
<b>Total</b>	<b>Count</b>	<b>47</b>	<b>80</b>	<b>107</b>	<b>83</b>	<b>52</b>	<b>55</b>	<b>424</b>
	<b>%</b>	<b>11%</b>	<b>19%</b>	<b>25%</b>	<b>20%</b>	<b>12%</b>	<b>13%</b>	<b>100%</b>

**By Length of Employment**

		Q13: To what degree does this institution operate from a commonly held philosophy for working with new students?						Total
		Not at all	Slight	Moderate	High	Very High	No Response	
1 year or less	Count	0	3	1	4	1	2	<b>11</b>
	%	0%	27%	9%	36%	9%	18%	<b>100%</b>
2 – 5 years	Count	13	24	28	31	19	23	<b>138</b>
	%	9%	17%	20%	23%	14%	17%	<b>100%</b>
6 – 10 years	Count	17	21	47	22	20	10	<b>137</b>
	%	12%	15%	34%	16%	15%	7%	<b>100%</b>
11 – 15 years	Count	7	16	15	12	7	9	<b>66</b>
	%	11%	24%	23%	18%	11%	14%	<b>100%</b>
16 – 20 years	Count	4	7	8	5	0	8	<b>32</b>
	%	13%	22%	25%	16%	0%	25%	<b>100%</b>
More than 20 years	Count	6	9	9	8	5	3	<b>40</b>
	%	15%	23%	23%	20%	13%	8%	<b>100%</b>
<b>Total</b>	<b>Count</b>	<b>47</b>	<b>80</b>	<b>108</b>	<b>82</b>	<b>52</b>	<b>55</b>	<b>424</b>
	<b>%</b>	<b>11%</b>	<b>19%</b>	<b>26%</b>	<b>19%</b>	<b>12%</b>	<b>13%</b>	<b>100%</b>

**By Division**

		Q13: To what degree does this institution operate from a commonly held philosophy for working with new students?						Total
		Not at all	Slight	Moderate	High	Very High	No Response	
Academic Services	Count	37	46	45	30	24	26	208
	%	18%	22%	22%	14%	12%	13%	100%
Business Affairs	Count	0	2	6	2	1	1	12
	%	0%	17%	50%	17%	8%	8%	100%
Division of Administration	Count	2	1	3	0	1	0	7
	%	29%	14%	43%	0%	14%	0%	100%
Human Resources	Count	0	0	0	1	1	0	2
	%	0%	0%	0%	50%	50%	0%	100%
President's Office	Count	0	0	1	0	0	1	2
	%	0%	0%	50%	0%	0%	50%	100%
Student Services	Count	2	10	8	8	3	4	35
	%	6%	29%	23%	23%	8%	11%	100%
Workforce & Community Services	Count	0	0	2	0	1	1	4
	%	0%	0%	50%	0%	25%	25%	100%
<b>Total</b>	<b>Count</b>	<b>41</b>	<b>59</b>	<b>65</b>	<b>41</b>	<b>31</b>	<b>33</b>	<b>270</b>
	<b>%</b>	<b>15%</b>	<b>22%</b>	<b>24%</b>	<b>15%</b>	<b>12%</b>	<b>12%</b>	<b>100%</b>

**School**

		Q13: To what degree does this institution operate from a commonly held philosophy for working with new students?						Total
		Not at all	Slight	Moderate	High	Very High	No Response	
Arts & Sciences	Count	22	32	28	16	20	17	135
	%	16%	24%	21%	12%	15%	13%	100%
Business & Information Systems	Count	7	8	5	4	1	6	31
	%	23%	26%	16%	13%	3%	19%	100%
Health Sciences	Count	7	3	8	9	3	3	33
	%	21%	9%	24%	27%	9%	9%	100%
Public Safety & Emergency Preparedness	Count	0	1	2	0	0	1	4
	%	0%	25%	50%	0%	0%	25%	100%
Technology	Count	4	7	5	2	3	3	24
	%	17%	29%	21%	8%	13%	13%	100%
<b>Total</b>	<b>Count</b>	<b>40</b>	<b>51</b>	<b>48</b>	<b>31</b>	<b>27</b>	<b>30</b>	<b>227</b>
	<b>%</b>	<b>18%</b>	<b>23%</b>	<b>21%</b>	<b>14%</b>	<b>12%</b>	<b>13%</b>	<b>100%</b>

**By Campus**

		Q13: To what degree does this institution operate from a commonly held philosophy for working with new students?						Total
		Not at all	Slight	Moderate	High	Very High	No Response	
Toledo	Count	41	61	85	69	34	49	<b>339</b>
	%	12%	18%	25%	20%	10%	15%	<b>100%</b>
Findlay	Count	6	18	21	13	13	6	<b>77</b>
	%	8%	23%	27%	17%	17%	8%	<b>100%</b>
<b>Total</b>	<b>Count</b>	<b>47</b>	<b>79</b>	<b>106</b>	<b>82</b>	<b>47</b>	<b>55</b>	<b>416</b>
	<b>%</b>	<b>11%</b>	<b>19%</b>	<b>26%</b>	<b>20%</b>	<b>11%</b>	<b>13%</b>	<b>100%</b>

**Department/Unit Operates from a Commonly Held Philosophy for Working with New Students:**

- Overall, the majority of faculty and staff feel that their department or unit operates from a commonly held philosophy for working with new students (50% positive response vs. 28% negative response and 23% neutral)
- Technical, clerical, and service personnel (75%) feel that their department operates from a commonly held philosophy for working with new students more than faculty (38%)
- Full-time faculty and staff (32% negative response) feel that their department operates from a commonly held philosophy for working with new students less so than part-time faculty and staff (16% negative response)
- Adjunct faculty and staff and those without rank (49%) feel that their department operates from a commonly held philosophy for working with new students more than faculty with rank (32%)
- Perceptions of whether or not departments or units operate from a commonly held philosophy for working with new students do not differ by:
  - Length of employment
  - Division
  - School
  - Campus

**By Work Role / Assignment**

		Q14: To what degree does your department/unit operate from a commonly held philosophy for working with new students?						Total
		Not at all	Slight	Moderate	High	Very High	No Response	
Faculty	Count	37	49	61	71	46	40	<b>304</b>
	%	12%	16%	20%	23%	15%	13%	<b>100%</b>
Administrator	Count	3	2	11	11	11	2	<b>40</b>
	%	8%	5%	28%	28%	28%	5%	<b>100%</b>
Professional Staff	Count	5	7	10	15	11	4	<b>52</b>
	%	10%	14%	19%	29%	21%	8%	<b>100%</b>
Technical, Clerical, Service Personnel	Count	1	2	4	13	11	1	<b>32</b>
	%	3%	6%	13%	41%	34%	3%	<b>100%</b>
<b>Total</b>	<b>Count</b>	<b>46</b>	<b>60</b>	<b>86</b>	<b>110</b>	<b>79</b>	<b>47</b>	<b>428</b>
	<b>%</b>	<b>11%</b>	<b>14%</b>	<b>20%</b>	<b>26%</b>	<b>19%</b>	<b>11%</b>	<b>100%</b>



**By Employment Status**

		Q14: To what degree does your department/unit operate from a commonly held philosophy for working with new students?						Total
		Not at all	Slight	Moderate	High	Very High	No Response	
Full-Time	Count	36	35	40	57	40	13	221
	%	16%	16%	18%	26%	18%	6%	100%
Part-Time	Count	9	23	46	53	37	34	202
	%	5%	11%	23%	26%	18%	17%	100%
<b>Total</b>	<b>Count</b>	<b>45</b>	<b>58</b>	<b>86</b>	<b>110</b>	<b>77</b>	<b>47</b>	<b>423</b>
	<b>%</b>	<b>11%</b>	<b>14%</b>	<b>20%</b>	<b>26%</b>	<b>18%</b>	<b>11%</b>	<b>100%</b>

**By Academic Rank**

		Q14: To what degree does your department/unit operate from a commonly held philosophy for working with new students?						Total
		Not at all	Slight	Moderate	High	Very High	No Response	
I do not have academic rank	Count	5	8	16	31	19	8	87
	%	6%	9%	18%	36%	22%	9%	100%
Adjunct / Instructor / Lecturer	Count	14	27	47	57	39	31	215
	%	7%	13%	22%	27%	18%	14%	100%
Assistant / Associate Professor	Count	16	17	12	11	12	4	72
	%	22%	24%	17%	15%	17%	6%	100%
Full Professor	Count	10	6	7	9	4	3	39
	%	26%	15%	18%	23%	10%	8%	100%
Other Rank	Count	0	0	4	2	4	1	11
	%	0%	0%	36%	18%	36%	9%	100%
<b>Total</b>	<b>Count</b>	<b>45</b>	<b>58</b>	<b>86</b>	<b>110</b>	<b>78</b>	<b>47</b>	<b>424</b>
	<b>%</b>	<b>11%</b>	<b>14%</b>	<b>20%</b>	<b>26%</b>	<b>18%</b>	<b>11%</b>	<b>100%</b>

**By Length of Employment**

		Q14: To what degree does your department/unit operate from a commonly held philosophy for working with new students?						Total
		Not at all	Slight	Moderate	High	Very High	No Response	
1 year or less	Count	0	0	3	4	2	2	11
	%	0%	0%	27%	36%	18%	18%	100%
2 – 5 years	Count	8	22	26	37	25	19	137
	%	6%	16%	19%	27%	18%	14%	100%
6 – 10 years	Count	15	17	30	32	28	15	137
	%	11%	12%	22%	23%	20%	11%	100%
11 – 15 years	Count	8	10	13	19	13	4	67
	%	12%	15%	19%	28%	19%	6%	100%
16 – 20 years	Count	7	3	8	5	4	5	32
	%	22%	9%	25%	16%	13%	16%	100%
More than 20 years	Count	7	6	6	12	7	2	40
	%	18%	15%	15%	30%	18%	5%	100%
<b>Total</b>	<b>Count</b>	<b>45</b>	<b>58</b>	<b>86</b>	<b>109</b>	<b>79</b>	<b>47</b>	<b>424</b>
	<b>%</b>	<b>11%</b>	<b>14%</b>	<b>20%</b>	<b>26%</b>	<b>19%</b>	<b>11%</b>	<b>100%</b>

**By Division**

		Q14: To what degree does your department/unit operate from a commonly held philosophy for working with new students?						Total
		Not at all	Slight	Moderate	High	Very High	No Response	
Academic Services	Count	31	34	36	50	39	17	207
	%	15%	16%	17%	24%	19%	8%	100%
Business Affairs	Count	1	2	4	1	2	2	12
	%	8%	17%	33%	8%	17%	17%	100%
Division of Administration	Count	1	0	2	2	2	0	7
	%	14%	0%	29%	29%	29%	0%	100%
Human Resources	Count	0	0	0	0	1	1	2
	%	0%	0%	0%	0%	50%	50%	100%
President's Office	Count	0	1	0	0	0	1	2
	%	0%	50%	0%	0%	0%	50%	100%
Student Services	Count	0	4	4	17	8	2	35
	%	0%	11%	11%	49%	23%	6%	100%
Workforce & Community Services	Count	0	0	1	0	2	1	4
	%	0%	0%	25%	0%	50%	25%	100%
<b>Total</b>	<b>Count</b>	<b>33</b>	<b>41</b>	<b>47</b>	<b>70</b>	<b>54</b>	<b>24</b>	<b>269</b>
	<b>%</b>	<b>12%</b>	<b>15%</b>	<b>18%</b>	<b>26%</b>	<b>20%</b>	<b>9%</b>	<b>100%</b>

**By School**

		Q14: To what degree does your department/unit operate from a commonly held philosophy for working with new students?						Total
		Not at all	Slight	Moderate	High	Very High	No Response	
Arts & Sciences	Count	20	22	19	36	25	12	134
	%	15%	16%	14%	27%	19%	9%	100%
Business & Information Systems	Count	6	7	7	6	1	4	31
	%	19%	23%	23%	19%	3%	13%	100%
Health Sciences	Count	4	5	5	7	11	1	33
	%	12%	15%	15%	21%	33%	3%	100%
Public Safety & Emergency Preparedness	Count	0	1	1	1	0	1	4
	%	0%	25%	25%	25%	0%	25%	100%
Technology	Count	5	2	6	3	5	3	24
	%	20%	8%	25%	13%	21%	13%	100%
<b>Total</b>	<b>Count</b>	<b>35</b>	<b>37</b>	<b>38</b>	<b>53</b>	<b>42</b>	<b>21</b>	<b>226</b>
	<b>%</b>	<b>16%</b>	<b>16%</b>	<b>17%</b>	<b>24%</b>	<b>19%</b>	<b>9%</b>	<b>100%</b>

**By Campus**

		Q14: To what degree does your department/unit operate from a commonly held philosophy for working with new students?						Total
		Not at all	Slight	Moderate	High	Very High	No Response	
Toledo	Count	35	47	68	89	58	41	338
	%	10%	14%	20%	26%	17%	12%	100%
Findlay	Count	8	13	16	19	16	5	77
	%	10%	17%	21%	25%	21%	7%	100%
<b>Total</b>	<b>Count</b>	<b>43</b>	<b>60</b>	<b>84</b>	<b>108</b>	<b>74</b>	<b>46</b>	<b>415</b>
	<b>%</b>	<b>10%</b>	<b>15%</b>	<b>20%</b>	<b>26%</b>	<b>18%</b>	<b>11%</b>	<b>100%</b>

**A Formalized Institutional Philosophy for Working with New Students is Valuable:**

- Faculty and staff overwhelmingly agree that a formal institutional philosophy for working with new students is valuable (75% positive response 8% negative response and 17% neutral)
- Faculty and staff support for a formalized institutional philosophy for working with new students does not differ across:
  - Work assignment
  - Employment status
  - Academic rank
  - Length of employment
  - Division
  - School
  - Campus

**By Work Role / Assignment**

		Q15. To what degree is a formalized institutional philosophy for working with new students valuable?						Total
		Not at all	Slight	Moderate	High	Very High	No Response	
Faculty	Count	8	17	57	77	123	20	302
	%	3%	6%	19%	26%	41%	7%	100%
Administrator	Count	1	1	0	10	28	1	41
	%	2%	2%	0%	24%	68%	2%	100%
Professional Staff	Count	1	3	9	14	23	2	52
	%	2%	6%	17%	27%	44%	4%	100%
Technical, Clerical, Service Personnel	Count	0	0	3	8	20	1	32
	%	0%	0%	9%	25%	63%	3%	100%
<b>Total</b>	<b>Count</b>	<b>10</b>	<b>21</b>	<b>69</b>	<b>109</b>	<b>194</b>	<b>24</b>	<b>427</b>
	<b>%</b>	<b>2%</b>	<b>5%</b>	<b>16%</b>	<b>26%</b>	<b>45%</b>	<b>6%</b>	<b>100%</b>

**By Employment Status**

		Q15. To what degree is a formalized institutional philosophy for working with new students valuable?						Total
		Not at all	Slight	Moderate	High	Very High	No Response	
Full-Time	Count	7	7	34	53	110	10	221
	%	3%	3%	15%	24%	50%	5%	100%
Part-Time	Count	2	14	34	55	82	14	201
	%	1%	7%	17%	27%	41%	7%	100%
<b>Total</b>	<b>Count</b>	<b>9</b>	<b>21</b>	<b>68</b>	<b>108</b>	<b>192</b>	<b>24</b>	<b>422</b>
	<b>%</b>	<b>2%</b>	<b>5%</b>	<b>16%</b>	<b>26%</b>	<b>46%</b>	<b>6%</b>	<b>100%</b>

**By Academic Rank**

		Q15. To what degree is a formalized institutional philosophy for working with new students valuable?						Total
		Not at all	Slight	Moderate	High	Very High	No Response	
I do not have academic rank	Count	1	1	12	22	48	3	87
	%	1%	1%	14%	25%	55%	3%	100%
Adjunct / Instructor / Lecturer	Count	4	15	30	58	91	16	214
	%	2%	7%	14%	27%	43%	8%	100%
Assistant / Associate Professor	Count	1	4	18	13	33	3	72
	%	1%	6%	25%	18%	46%	4%	100%
Full Professor	Count	3	1	7	12	14	2	39
	%	8%	3%	18%	31%	36%	5%	100%
Other Rank	Count	0	0	1	3	7	0	11
	%	0%	0%	9%	27%	64%	0%	100%
<b>Total</b>	<b>Count</b>	<b>9</b>	<b>21</b>	<b>68</b>	<b>108</b>	<b>193</b>	<b>24</b>	<b>423</b>
	<b>%</b>	<b>2%</b>	<b>5%</b>	<b>16%</b>	<b>26%</b>	<b>46%</b>	<b>6%</b>	<b>100%</b>

**By Length of Employment**

		Q15. To what degree is a formalized institutional philosophy for working with new students valuable?						Total
		Not at all	Slight	Moderate	High	Very High	No Response	
1 year or less	Count	0	1	0	3	6	1	11
	%	0%	9%	0%	27%	55%	9%	100%
2 – 5 years	Count	2	9	16	40	59	10	136
	%	2%	7%	12%	29%	43%	7%	100%
6 – 10 years	Count	2	5	28	38	59	5	137
	%	2%	4%	20%	28%	43%	4%	100%
11 – 15 years	Count	4	1	10	9	40	3	67
	%	6%	2%	15%	13%	60%	5%	100%
16 – 20 years	Count	0	3	5	9	12	3	32
	%	0%	9%	16%	28%	38%	9%	100%
More than 20 years	Count	1	2	9	8	18	2	40
	%	3%	5%	23%	20%	45%	5%	100%
<b>Total</b>	<b>Count</b>	<b>9</b>	<b>21</b>	<b>68</b>	<b>107</b>	<b>194</b>	<b>24</b>	<b>423</b>
	<b>%</b>	<b>2%</b>	<b>5%</b>	<b>16%</b>	<b>25%</b>	<b>46%</b>	<b>6%</b>	<b>100%</b>

**By Division**

		Q15. To what degree is a formalized institutional philosophy for working with new students valuable?						Total
		Not at all	Slight	Moderate	High	Very High	No Response	
Academic Services	Count	6	9	35	58	88	9	205
	%	3%	4%	17%	28%	43%	4%	100%
Business Affairs	Count	0	0	2	4	5	1	12
	%	0%	0%	17%	33%	42%	8%	100%
Division of Administration	Count	1	0	2	0	4	0	7
	%	14%	0%	29%	0%	57%	0%	100%
Human Resources	Count	0	0	0	0	2	0	2
	%	0%	0%	0%	0%	100%	0%	100%
President's Office	Count	0	0	1	0	1	0	2
	%	0%	0%	50%	0%	50%	0%	100%
Student Services	Count	0	1	2	9	21	2	35
	%	0%	3%	6%	26%	60%	6%	100%
Workforce & Community Services	Count	0	0	2	0	2	0	4
	%	0%	0%	50%	0%	50%	0%	100%
<b>Total</b>	<b>Count</b>	<b>7</b>	<b>10</b>	<b>44</b>	<b>71</b>	<b>123</b>	<b>12</b>	<b>267</b>
	<b>%</b>	<b>3%</b>	<b>4%</b>	<b>17%</b>	<b>27%</b>	<b>46%</b>	<b>5%</b>	<b>100%</b>

**By School**

		Q15. To what degree is a formalized institutional philosophy for working with new students valuable?						Total
		Not at all	Slight	Moderate	High	Very High	No Response	
Arts & Sciences	Count	7	5	22	35	59	5	133
	%	5%	4%	17%	26%	44%	4%	100%
Business & Information Systems	Count	1	2	3	9	12	4	31
	%	3%	7%	10%	29%	39%	13%	100%
Health Sciences	Count	0	2	6	13	11	0	32
	%	0%	6%	19%	41%	34%	0%	100%
Public Safety & Emergency Preparedness	Count	0	0	2	0	1	1	4
	%	0%	0%	50%	0%	25%	25%	100%
Technology	Count	0	0	6	6	11	1	24
	%	0%	0%	25%	25%	46%	4%	100%
<b>Total</b>	<b>Count</b>	<b>8</b>	<b>9</b>	<b>39</b>	<b>63</b>	<b>94</b>	<b>11</b>	<b>224</b>
	<b>%</b>	<b>4%</b>	<b>4%</b>	<b>17%</b>	<b>28%</b>	<b>42%</b>	<b>5%</b>	<b>100%</b>

**By Campus**

		Q15. To what degree is a formalized institutional philosophy for working with new students valuable?						Total
		Not at all	Slight	Moderate	High	Very High	No Response	
Toledo	Count	9	18	55	81	153	22	<b>338</b>
	%	3%	5%	16%	24%	45%	7%	<b>100%</b>
Findlay	Count	0	2	14	24	34	2	<b>76</b>
	%	0%	3%	18%	32%	45%	3%	<b>100%</b>
<b>Total</b>	<b>Count</b>	<b>9</b>	<b>20</b>	<b>69</b>	<b>105</b>	<b>187</b>	<b>24</b>	<b>414</b>
	<b>%</b>	<b>2%</b>	<b>5%</b>	<b>17%</b>	<b>25%</b>	<b>45%</b>	<b>6%</b>	<b>100%</b>

**Institution has a Special Commitment to the Success of New Students:**

- Most faculty and staff believe that the institution has a special commitment to the success of new students (60% positive response vs. 17% negative response and 23% neutral)
- Part-time faculty and staff (69%) believe that the institution has a greater commitment to the success of new students than full-time faculty and staff (48%)
- Adjunct faculty and staff and those without rank (65%) believe that the institution has a greater commitment to the success of new students than those with rank (39%)

**By Work Role / Assignment**

		Q16. To what degree do you believe that this institution has a special commitment to the success of new students?						Total
		Not at all	Slight	Moderate	High	Very High	No Response	
Faculty	Count	11	35	73	79	96	11	305
	%	4%	12%	24%	26%	32%	4%	100%
Administrator	Count	7	3	6	9	16	0	41
	%	17%	7%	15%	22%	39%	0%	100%
Professional Staff	Count	4	6	11	10	19	2	52
	%	8%	12%	21%	19%	37%	4%	100%
Technical, Clerical, Service Personnel	Count	2	2	6	5	15	1	31
	%	7%	7%	19%	16%	48%	3%	100%
<b>Total</b>	<b>Count</b>	<b>24</b>	<b>46</b>	<b>96</b>	<b>103</b>	<b>146</b>	<b>14</b>	<b>429</b>
	<b>%</b>	<b>6%</b>	<b>11%</b>	<b>22%</b>	<b>24%</b>	<b>34%</b>	<b>3%</b>	<b>100%</b>

**By Employment Status**

		Q16. To what degree do you believe that this institution has a special commitment to the success of new students?						Total
		Not at all	Slight	Moderate	High	Very High	No Response	
Full-Time	Count	22	35	54	42	65	3	221
	%	10%	16%	24%	19%	29%	1%	100%
Part-Time	Count	2	10	41	60	79	11	203
	%	1%	5%	20%	30%	39%	5%	100%
<b>Total</b>	<b>Count</b>	<b>24</b>	<b>45</b>	<b>95</b>	<b>102</b>	<b>144</b>	<b>14</b>	<b>424</b>
	<b>%</b>	<b>6%</b>	<b>11%</b>	<b>22%</b>	<b>24%</b>	<b>34%</b>	<b>3%</b>	<b>100%</b>



**By Academic Rank**

		Q16. To what degree do you believe that this institution has a special commitment to the success of new students?						Total
		Not at all	Slight	Moderate	High	Very High	No Response	
I do not have academic rank	Count	7	8	18	18	32	3	86
	%	8%	9%	21%	21%	37%	4%	100%
Adjunct / Instructor / Lecturer	Count	5	12	43	63	83	10	216
	%	2%	6%	20%	29%	38%	5%	100%
Assistant / Associate Professor	Count	8	14	23	12	15	1	73
	%	11%	19%	32%	16%	21%	1%	100%
Full Professor	Count	4	11	7	8	9	0	39
	%	10%	28%	18%	21%	23%	0%	100%
Other Rank	Count	0	0	3	1	7	0	11
	%	0%	0%	27%	9%	64%	0%	100%
<b>Total</b>	<b>Count</b>	<b>24</b>	<b>45</b>	<b>94</b>	<b>102</b>	<b>146</b>	<b>14</b>	<b>425</b>
	<b>%</b>	<b>6%</b>	<b>11%</b>	<b>22%</b>	<b>24%</b>	<b>34%</b>	<b>3%</b>	<b>100%</b>

**By Length of Employment**

		Q16. To what degree do you believe that this institution has a special commitment to the success of new students?						Total
		Not at all	Slight	Moderate	High	Very High	No Response	
1 year or less	Count	0	0	2	4	4	1	11
	%	0%	0%	18%	36%	36%	9%	100%
2 – 5 years	Count	6	13	33	37	42	6	137
	%	4%	10%	24%	27%	31%	4%	100%
6 – 10 years	Count	7	13	35	32	48	3	138
	%	5%	9%	25%	23%	35%	2%	100%
11 – 15 years	Count	6	7	12	16	25	1	67
	%	9%	10%	18%	24%	37%	2%	100%
16 – 20 years	Count	2	3	9	4	11	3	32
	%	6%	9%	28%	13%	34%	9%	100%
More than 20 years	Count	3	9	4	8	16	0	40
	%	8%	23%	10%	20%	40%	0%	100%
<b>Total</b>	<b>Count</b>	<b>24</b>	<b>45</b>	<b>95</b>	<b>101</b>	<b>146</b>	<b>14</b>	<b>425</b>
	<b>%</b>	<b>6%</b>	<b>11%</b>	<b>22%</b>	<b>24%</b>	<b>34%</b>	<b>3%</b>	<b>100%</b>

**By Division**

		Q16. To what degree do you believe that this institution has a special commitment to the success of new students?						Total
		Not at all	Slight	Moderate	High	Very High	No Response	
Academic Services	Count	15	32	46	52	57	5	207
	%	7%	16%	22%	25%	28%	2%	100%
Business Affairs	Count	0	3	1	3	4	1	12
	%	0%	25%	8%	25%	33%	8%	100%
Division of Administration	Count	2	0	1	1	3	0	7
	%	29%	0%	14%	14%	43%	0%	100%
Human Resources	Count	0	0	0	0	2	0	2
	%	0%	0%	0%	0%	100%	0%	100%
President's Office	Count	0	0	1	0	1	0	2
	%	0%	0%	50%	0%	50%	0%	100%
Student Services	Count	3	5	8	7	10	2	35
	%	9%	14%	23%	20%	29%	6%	100%
Workforce & Community Services	Count	0	0	1	1	2	0	4
	%	0%	0%	25%	25%	50%	0%	100%
<b>Total</b>	<b>Count</b>	<b>20</b>	<b>40</b>	<b>58</b>	<b>64</b>	<b>79</b>	<b>8</b>	<b>269</b>
	<b>%</b>	<b>7%</b>	<b>15%</b>	<b>22%</b>	<b>24%</b>	<b>29%</b>	<b>3%</b>	<b>100%</b>

**By School**

		Q16. To what degree do you believe that this institution has a special commitment to the success of new students?						Total
		Not at all	Slight	Moderate	High	Very High	No Response	
Arts & Sciences	Count	10	24	29	32	37	2	134
	%	8%	18%	22%	24%	28%	2%	100%
Business & Information Systems	Count	2	6	7	7	7	2	31
	%	7%	19%	23%	23%	23%	7%	100%
Health Sciences	Count	1	2	7	10	12	1	33
	%	3%	6%	21%	30%	36%	3%	100%
Public Safety & Emergency Preparedness	Count	1	0	1	1	1	0	4
	%	25%	0%	25%	25%	25%	0%	100%
Technology	Count	3	2	7	5	5	2	24
	%	13%	8%	29%	21%	21%	8%	100%
<b>Total</b>	<b>Count</b>	<b>17</b>	<b>34</b>	<b>51</b>	<b>55</b>	<b>62</b>	<b>7</b>	<b>226</b>
	<b>%</b>	<b>8%</b>	<b>15%</b>	<b>23%</b>	<b>24%</b>	<b>27%</b>	<b>3%</b>	<b>100%</b>

**By Campus**

		Q16. To what degree do you believe that this institution has a special commitment to the success of new students?						Total
		Not at all	Slight	Moderate	High	Very High	No Response	
Toledo	Count	23	37	78	78	113	10	339
	%	7%	11%	23%	23%	33%	3%	100%
Findlay	Count	1	9	15	23	25	4	77
	%	1%	12%	20%	30%	33%	5%	100%
<b>Total</b>	<b>Count</b>	<b>24</b>	<b>46</b>	<b>93</b>	<b>101</b>	<b>138</b>	<b>14</b>	<b>416</b>
	<b>%</b>	<b>6%</b>	<b>11%</b>	<b>22%</b>	<b>24%</b>	<b>33%</b>	<b>3%</b>	<b>100%</b>

**Notes:** (1) Percentages may not sum to 100% due to rounding  
 (2) Themes identified are based on chi-square analyses at the .05 level of statistical significance