

ADVANCE Program for Inclusive Excellence

Advancing women, transforming the University, investing in a culture of inclusive excellence



Fair Treatment and Diversity Climate

2015 Faculty Work Environment Survey Results

The University of Maryland Faculty Work Environment Survey (FWES) was designed to measure the degree to which faculty perceive and experience their units, colleges, and the university to be investing in their professional growth and creating an inclusive work environment. Much social science and educational research has found that supporting faculty professional growth (agency, learning, professional networks, and recognition) and creating inclusive work environments (fair workload, diversity climate, work-life climate) is linked to faculty retention, advancement and productivity. The Faculty Work Environment Survey (FWES) was designed and implemented by the University of Maryland ADVANCE Program with support and consultation from the Office of Faculty Affairs and Office of Diversity & Inclusion. The FWES was implemented in spring, 2011, 2013, and 2015.

The UMD Work Environment Survey assessed specific aspects of faculty work environment, such as faculty perceptions of their own professional growth, institutional and unit supports for professional growth, climate for work-life balance, fair treatment and diversity, and satisfaction, all of which have been linked to retention, advancement, and productivity. There were 854 tenure track respondents, approximately 53.3% of full-time UMD tenure track faculty in spring, 2015. Here major findings are reported for tenure track/tenured respondents. A full institutional report with all data and tables, as well as college-specific reports can be found at the ADVANCE website, research and evaluation section: <http://www.advance.umd.edu/research/research-evaluation>

In the 2015 UMD Work Environment Survey, we asked questions regarding the campus climate for diversity, diverse representation, fair treatment, and discrimination. Major findings, as well as open-ended comments, are presented below.

Major findings:

- About half of all respondents believe that opportunities are at least as good for female faculty (50.5%) and Faculty of Color (46.5%) as they are for male faculty and White faculty, respectively.
- 22.6% of faculty have experienced discrimination.
- Vast differences by gender, race/ethnicity, and rank exist in attitudes about diversity, institutional environments for diverse faculty, and discrimination experiences.
- Women faculty and Faculty of Color perceive and experience more negative diversity climates than men and White faculty.

DIFFERENCES BY GENDER, RACE, AND RANK

Important differences regarding diversity issues emerged by gender.

- Women faculty felt there are fewer opportunities for women and Faculty of Color than men faculty and White faculty.
- Women faculty are more likely than men faculty to believe they have to work harder

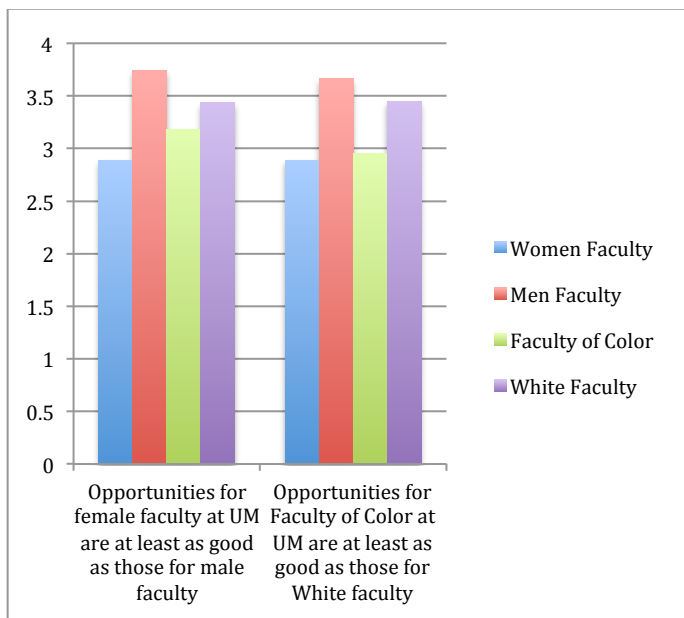
than some colleagues to be perceived as a legitimate scholar.

- Women faculty have experienced discrimination based on their identity more than men faculty.
- Women faculty are less likely than men faculty to believe that their unit makes genuine efforts to recruit female faculty and Faculty of Color.

While Faculty of color and White respondents were generally equally satisfied with most aspects of their work environment, Faculty of Color were significantly less satisfied with issues of climate for diversity.

- White faculty were more likely than Faculty of Color to agree that the opportunities for female faculty and Faculty of Color are at least as good as those for men and White faculty.
- Faculty of Color believed they have to work harder than some to be perceived as a legitimate scholar, and have experienced discrimination based on their identities.
- Faculty of Color are less likely than White faculty to agree that their unit makes genuine efforts to recruit female faculty and Faculty of Color.

Chart I. Survey Item by Gender and Race/Ethnicity



Note: Strongly Agree=5; Strongly Disagree=1. Wording truncated for table presentation.

In terms of rank, differences emerged between Associate Professors and other tenured/tenure-track faculty regarding issues of diversity climate.

- Associate Professors were less likely to agree that opportunities for female faculty and Faculty of Color are at least as good as those for male and White faculty.
- Associate Professors were most likely to agree that they have to work harder than some of their colleagues to be perceived as legitimate scholars and that they have experienced discrimination in their unit.

Table I. Comparison of Faculty Work Environment Data by Year on Select Items

Survey Findings on Diversity and Inclusion	2011	2013	2015
	% Agree/Strongly Agree		
The opportunities for female faculty at UM are at least as good as those for male faculty.	60.0%	49.3%	50.5%
The opportunities for Faculty of Color at UM are at least as good as those for White faculty.	57.0%	48.1%	46.5%
I have experienced discrimination in my unit based on my individual or multiple identities.	23.0%	18.5%	22.6%
I have to work harder than some of my colleagues to be perceived as a legitimate scholar.	33.0%	27.3%	33.8%

Note: In 2011, 32% of tenure track faculty responded to the FWES, in 2013 47%, and in 2015, 53.3%.

Perception of diversity and inclusion items among all faculty respondents of the FWES from 2011-2015 is depicted in Table I above. While statistical analysis has not been performed to determine significance, this trend suggests a decline in faculty perception of fairness of opportunities for women faculty and Faculty of Color in particular.

TO CITE THIS BRIEF:

Corrigan, K., O'Meara, K., & Kuvaeva, A. (2015). *Fair Treatment and Diversity Climate: Faculty Work Environment Survey Results Research Brief*. College Park, MD: University of Maryland ADVANCE Program.

The ADVANCE Program for Inclusive Excellence aims to improve work environments and opportunities for women faculty in ways that improve the university for all. ADVANCE is Directed by Professor KerryAnn O'Meara and coordinated by Kristen Corrigan, Projects Manager. ADVANCE reports to the Provost's Office and is located in 1402 Marie Mount Hall. Founded initially through an NSF ADVANCE grant, the program is now supported by the campus, and engages in four activities found to have high impact in supporting faculty and improving work environments: (a) Strategic Networks (for assistant professors, associate professors, ADVANCE professors, under-represented faculty of color, leadership fellows and professional track faculty); (b) ADVANCE Professors assigned to each college to mentor women faculty and work with Deans to create structures and cultures of support; (c) Data collection, analysis and dissemination to increase awareness of equity issues, mentor, and improve work environments (e.g., faculty work environment survey and dashboard); and (d) Crafting policy change as relevant with other offices in areas that specifically affect women faculty. Please contact the ADVANCE office with questions or ideas related to these activities