

# ADVANCE

## Research Brief

### ADVANCE Program for Inclusive Excellence

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



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### College of Agriculture and Natural Resources

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*The UMD ADVANCE Grant Towards an Institution for Inclusive Excellence (UMD = TIE), the Office of Faculty Affairs, and the Office of Diversity & Inclusion, are all engaged in efforts to improve professional growth opportunities and work environment for UMD faculty. A critical part of those efforts is research to benchmark the current status of faculty work environments and to see if there are important differences by gender, race and ethnicity, career stage, and college. This report presents findings from a spring 2013 UMD work environment survey.*

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. Here major findings from the college are reported for respondents. A full institutional report with all data and tables, as well as college-specific reports can be found at the ADVANCE website: [www.advance.umd.edu](http://www.advance.umd.edu).

#### RESPONDENTS

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Forty-nine percent (n=59) of the tenure-line faculty from the College of Agriculture and Natural Resources (AGNR) participated in this survey. Of the respondents:

- 29% were female and 71% were male
- 22% were Faculty of Color and 78% were white

- 32% were on the tenure track and 68% were tenured.
- 31% were Assistant Professors, 36% were Associate Professors and 34% were Full Professors.

#### AGNR SURVEY RESULTS

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Comparisons are provided between AGNR and University of Maryland respondents where applicable.

#### Organizational Commitment and Intent to Leave

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- 44% of AGNR respondents indicated they were likely to leave the university in the next two years.
- 77% of AGNR respondents stated that there was at least one faculty member in their unit who left in the past three years.
- Exactly half of AGNR respondents had an outside offer while at UMD.
- AGNR respondents were more likely than other UMD respondents to intend to leave for a better work-life balance in a different type of position and due to a poor likelihood of tenure/promotion or contract renewal.

The most frequently cited reasons AGNR respondents listed for wanting to leave UMD were:

- A higher salary (44%)
- Better work-life balance in a different type of position (25%)

- A more desirable geographic location (20%)
- A more prestigious department or institution (19%)

#### Differences by race and rank:

- White faculty were more likely than Faculty of Color to intend to leave for an offer from an institution in a more desirable location.
- Assistant Professors were less likely than Full Professors to have had an outside offer while at UMD.

### Satisfaction with Department and UMD

Most AGNR respondents were satisfied with:

- Their autonomy (81%)
- The diversity on campus (79%)
- The university's national reputation (79%)
- Their overall experience working in their unit (68%)
- The overall experience working in their unit (59%)

AGNR respondents were least satisfied with salary and benefits (29%); priorities and vision of their college (37%); assistance with finding grants (39%); assistance with research administration in their unit (39%); and leadership of their college (40%).

Aspects of the faculty experience that were rated significantly less favorably by AGNR respondents than UMD respondents included the support of colleagues, leadership of their college; and assistance with research administration, whereas AGNR respondents rated the university's national reputation significantly more favorably than UMD respondents.

#### Differences by race and rank:

- Faculty of Color were more likely than White faculty to be satisfied with assistance with finding grants, their overall experience working at UMD and leadership of their college.
- Associate Professors were less likely to be satisfied with professional assistance for improving teaching and support of colleagues

but more likely to be satisfied with the diversity on campus.

- Full Professors were less likely than Assistant and Associate Professors to be satisfied with clerical/administrative support.

### Fair Treatment and Diversity

- AGNR respondents were more likely than other UMD respondents to agree that they have to work harder than some of their colleagues to be perceived as legitimate scholars.

#### Differences by gender:

- AGNR women were less likely to agree that female faculty and Faculty of Color receive fair treatment.
- AGNR women were more likely than men to indicate that they have to work harder than some of their colleagues to be perceived as legitimate scholars.
- AGNR women were more likely to report discrimination in their unit based on their individual identities.

### Work-Life Climate

There were no significant differences between AGNR and other UMD faculty in their perception of work-life climate.

- About two thirds of AGNR respondents agreed that they have taken strategic steps toward creating a satisfactory work-life balance.
- More than half of AGNR respondents agreed that their unit supports faculty scheduling work commitments around family schedules, and that they feel they have control over creating a satisfying work-life balance.
- About one third of AGNR respondents agreed that the institution does what it can to make family life and the tenure track compatible.

#### Differences by gender and rank:

- AGNR women were less likely to agree that the institution does what it can to make life and the tenure track compatible.

- AGNR women were more likely to report bias against family care-giving in their unit.
- Associate Professors were less likely than Assistant and Full Professors to agree that there are role models in their unit for how to create a satisfying work-life balance, and that the institution does what it can to make family life and the tenure track compatible.

### **Career Advancement and Institutional Support of Career Advancement**

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- 76% of AGNR respondents indicated that they have intentionally made choices to focus their careers in ways that are personally meaningful to them.
- AGNR respondents perceived requirements for advancing to Full Professor as less fair than other UMD respondents (48% for AGNR vs. 56% for UMD).
- 40% of AGNR respondents had concerns about their own advancement.

#### Differences by race and rank:

- Faculty of Color were more likely to agree that they have received helpful feedback from their department chair/unit head in support of their career advancement.
- Associate Professors were less likely to indicate that they have been strategic in achieving their career goals.
- Associate Professors were more likely to agree that they feel stuck in their ability to advance in their careers.
- Associate Professors were less likely to agree that, in their unit, the promotion requirements and process for advancing to Full Professors are clear and fair.
- Assistant Professors were more likely than Full Professors to have concerns about their career advancement.

### **Evaluation of Research and Creative Work**

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There were no significant differences between AGNR and UMD respondents in their perception of evaluation of research and creative work.

- About half of the respondents agreed that interdisciplinary and engaged scholarship,

collaborative research, and grant work are rewarded in their unit.

#### Differences by race and rank:

- Faculty of Color were more likely to agree that collaborative research and grant work are rewarded in their unit.
- Associate Professors were less likely to indicate that collaborative research and grant work is rewarded in their unit.

### **Management of Teaching, Research and Service Responsibilities**

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- About half of AGNR respondents agreed that managing their teaching responsibilities is largely under their control, while fewer agreed that there is support in their department for effective teaching.
- AGNR respondents were less likely than UMD respondents to agree that it is possible for them to say no to additional on-campus service activities without negative consequences.

#### Differences by gender and rank:

- AGNR women were less likely to feel in control of their participation in service activities.
- Associate Professors were less likely to indicate that there is support in their department for effective teaching.

### **Recognition**

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- AGNR respondents were less likely than other UMD respondents to report that faculty in their unit value their teaching contributions, research/scholarship and care about their personal well-being.

#### Differences by rank:

- Associate Professors were less likely to agree that faculty in their unit value their teaching and service contributions.

### **Leadership Opportunities**

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AGNR respondents were less likely than UMD respondents to agree that there are opportunities in

their college for faculty to become involved as leaders.

### **Faculty Learning**

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- AGNR respondents were less likely than UMD respondents to agree that in the last 12 months they have gained knowledge or skills that have made them better teachers or that they have set aside time to advance their scholarly learning.
- AGNR respondents were less likely overall to agree that their unit has helped them to make room among their responsibilities for immersing themselves in their academic learning.

#### Differences by race and rank:

- Faculty of Color were more likely to agree that the university provides an environment that stimulates their academic learning, and that their unit has financially supported their learning in the field.
- Faculty of Color were more likely to agree that in the last twelve months they have gained knowledge or skills that have made them better teachers.
- Associate Professors were less likely than Assistant and Full Professors to agree that their unit supports their learning external to campus.

### **Professional Networks and Collegiality**

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Most AGNR respondents perceived that their professional network was helpful in a number of areas, including influence, visibility, feedback, advice, and awareness of professional opportunities.

- About half of AGNR respondents agreed that they are satisfied with the collegiality in their unit (55%) and with the opportunity they have to collaborate with other UMD faculty (53%).
- 53% of AGNR respondents indicated that their core discussion network was mainly off campus.
- Less than half of AGNR respondents agreed that individuals at this institution have made an effort to connect them with important

people in their field (32%), and that they have been effectively mentored by someone in their unit (36%).

- AGNR respondents were less likely than other UMD respondents to agree that their professional network includes members who are influential in their field and that it provides helpful feedback on their research.

#### Differences by race and rank:

- Faculty of Color were more likely to agree that they have relationships with other faculty on campus that have supported their career advancement; they receive useful feedback from colleagues at UMD that improves their work; individuals at this institution have made an effort to connect them with important people in their field, and they have been effectively mentored by someone in their unit.
- Associate Professors were less likely to agree that they have relationships with other faculty on campus that have supported their career advancement, and that individuals at this institution have made an effort to connect them with important people in their field.
- Associate Professors were less likely to indicate that they have been effectively mentored by someone in their unit.
- Assistant Professors were most likely and Associate Professors were least likely to be satisfied with the opportunity they have to collaborate with other UMD faculty.
- About one third of Assistant Professors respondents indicated that their core discussion network was primarily off-campus.

### **Perceptions of Productivity**

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- 60% of AGNR respondents ranked themselves as more productive than researchers in their field and rank nationwide.
- 9% of AGNR respondents ranked themselves as less productive than researchers in their field and rank nationwide.

- 46% of AGNR respondents believed their unit views them as more productive than researchers in their field and rank nationwide.
- 33% of AGNR respondents believed their unit views them as less productive than researchers in their field and rank nationwide.

## References

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## To Cite this Brief

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