

Perceptions of Climate and Connectivity Among UNL STEM Faculty

Insights from STEM faculty at UNL from 2008



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UNIVERSITY OF
Nebraska.
Lincoln

Comparisons to Peer Institutions that did the CHOACHE survey

University of Illinois at Urbana-Champaign,
University of Iowa, Iowa State University,
University of Kansas, Ohio State University

Small Sample sizes

UNL men = 28 Peer men = 188

UNL women = 9 Peer women = 26



UNL Advantage

(Pre-tenure Stem)

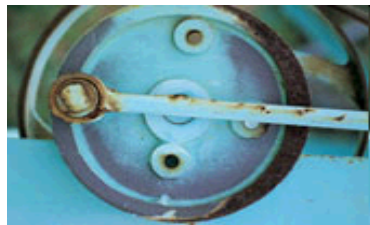
- Clarity of tenure expectations about being a member of a broader community (♀)
- Tenure decisions are based on performance
- Academic Freedom
- Assistance for grant proposals



Best at UNL

(Pre-tenure STEM)

UNL Advantage	Best Aspect	UNL Proportion	Peer Proportion	UNL Rank	Peer Rank
.26	Academic Freedom	.29	.03	1	20
.15	Assistance for grant proposals	.20	.05	4	12
.03	Cost of Living	.26	.23	2	2
-.03	Opportunities to collaborate with colleagues	.14	.17	6	4
-.05	Support of Colleagues	.14	.19	5	3
-.06	Quality of Colleagues	.20	.26	3	1

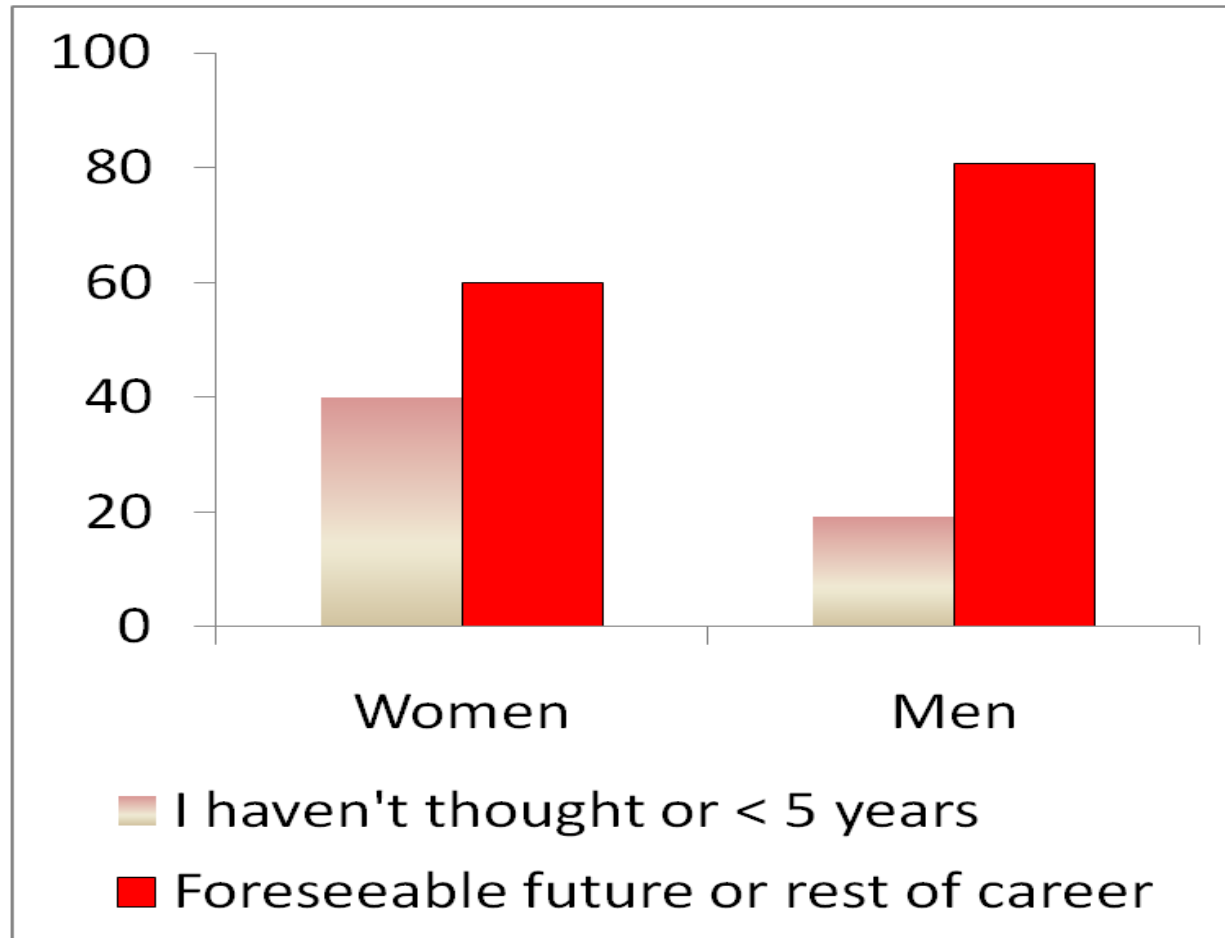


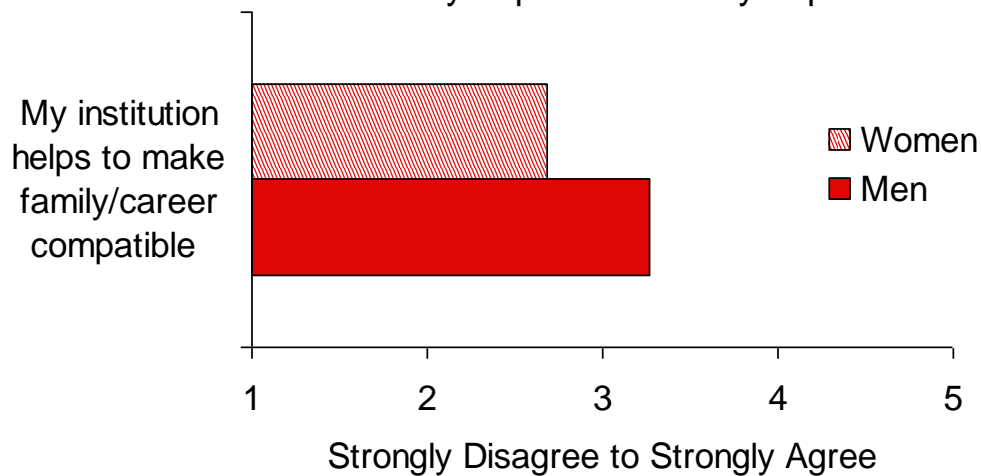
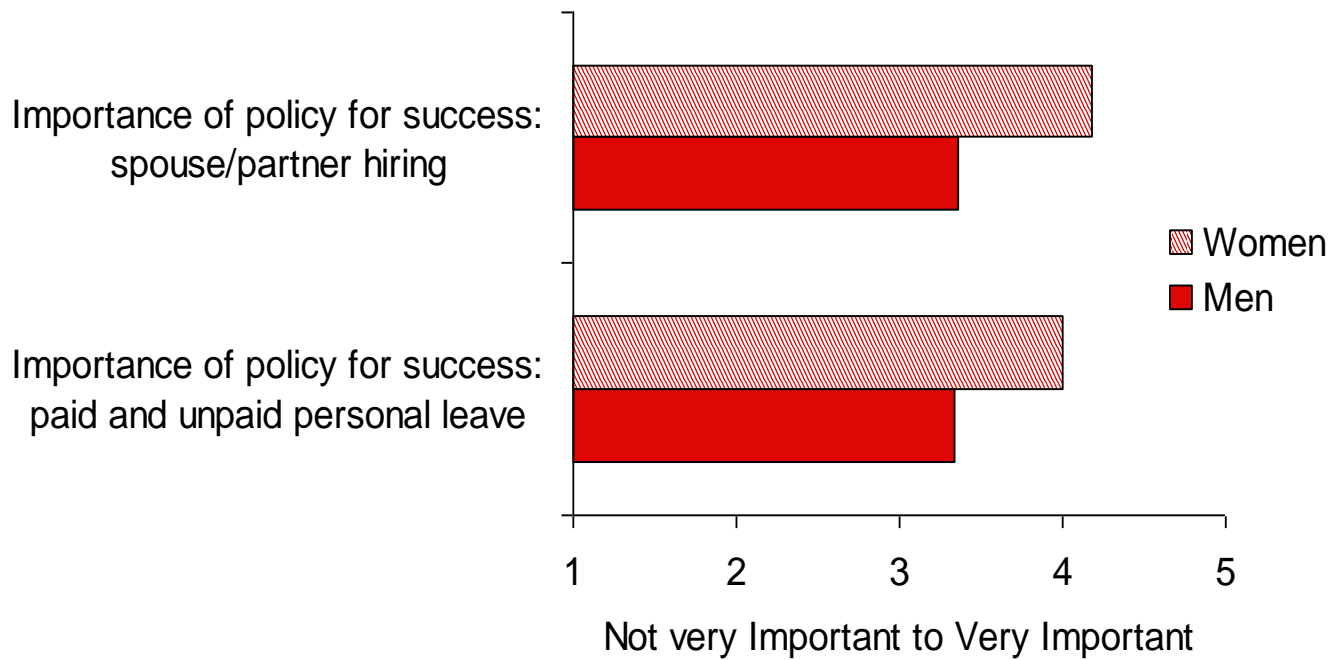
UNL Disadvantage (Leverage?)

- Clarity of tenure expectations as a scholar and as a citizen of a broader community ♂
- Reasonableness of tenure expectations as a teacher, advisor, colleague, citizen of broader community ♂
- Compensation, personal interaction ♂
- Child care effectiveness (*all*)



Gender and Organizational Commitment





CLARITY of tenure process as a:

colleague

campus citizen

a member of the broader community

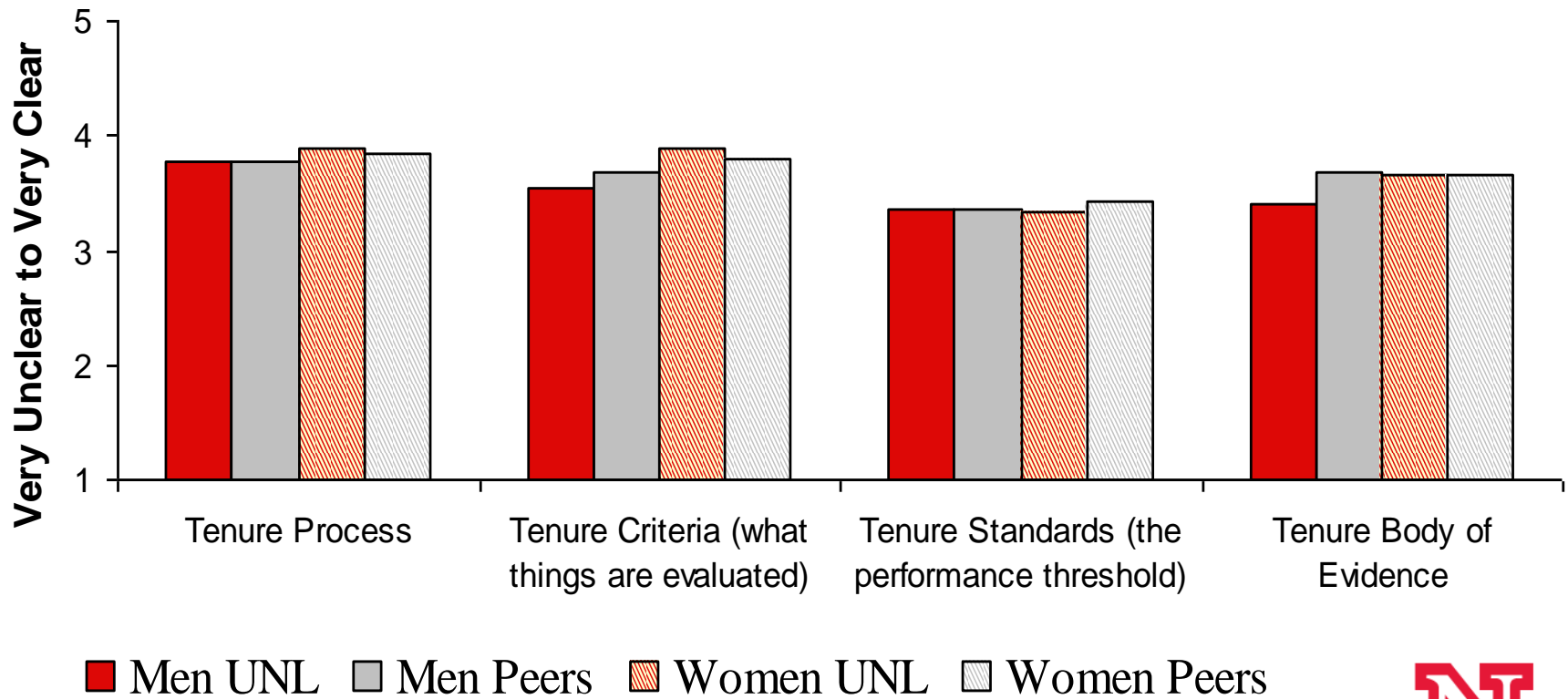
♀ Perceptions of clarity *decreased* as rank increased ↓

♂ Perceptions of clarity *increased* as rank increased ↑

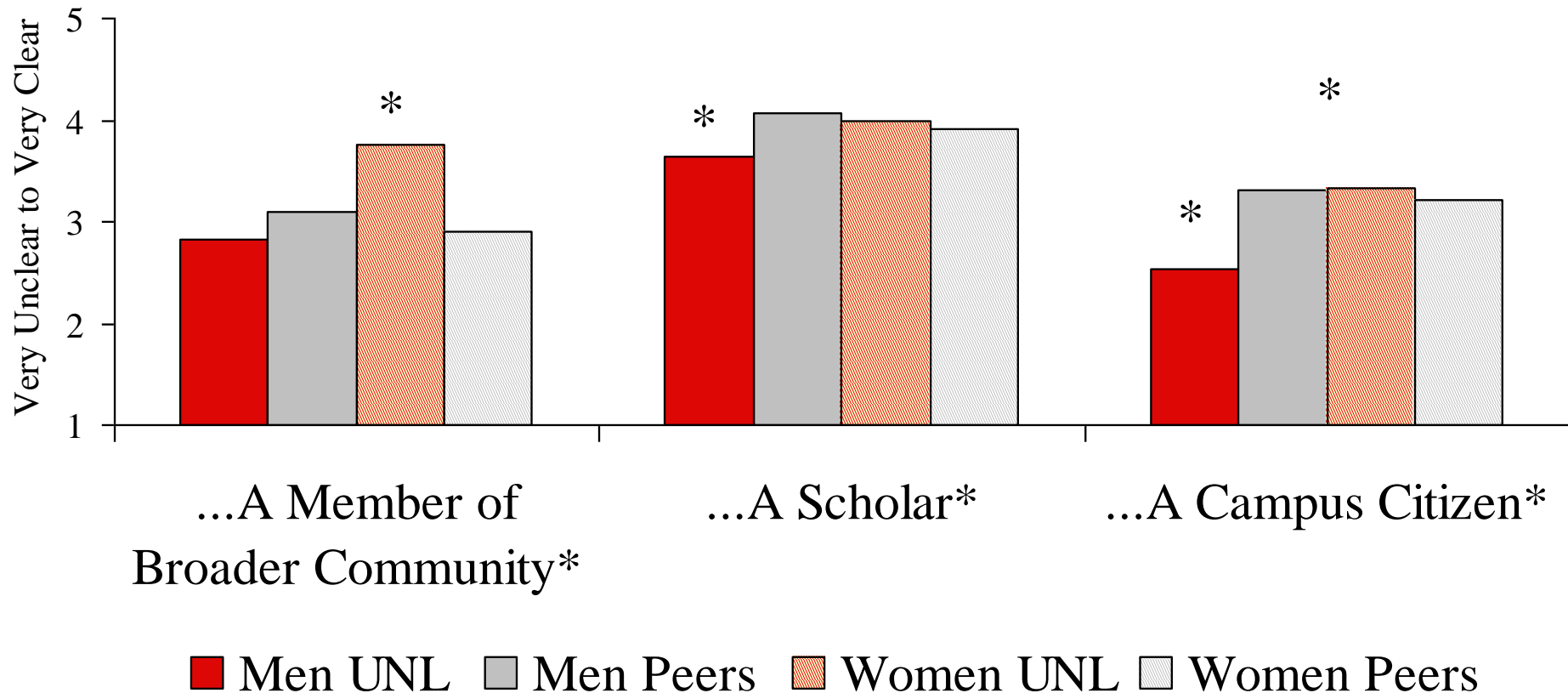


Clarity of the tenure process....

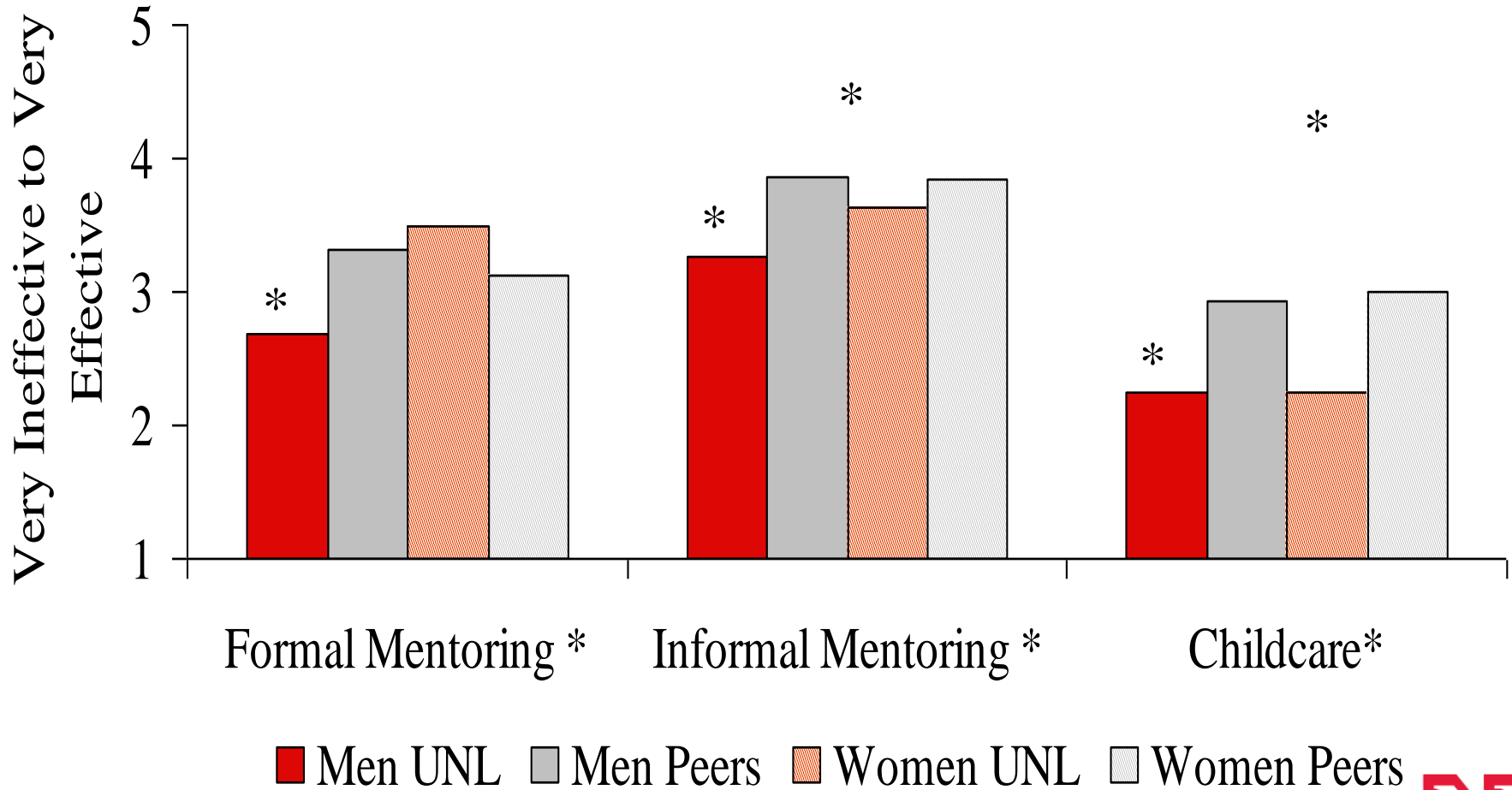
No differences



Do the clarity of particular tenure expectations differ? Some...



Effectiveness of policies: which differ?



Summary: How are UNL STEM assistant professors better, worse, or no different from Peer STEM assistant professors?

Clarity and reasonableness of tenure

- UNL < PEERS clarity for community, scholar, campus citizen
- UNL < PEERS reasonableness of teacher, advisor, colleague, campus citizen, member broader community
- UNL > PEERS tenure based on performance-based criteria

Satisfaction with teaching and general work situation:

- UNL = PEERS

Policies and Procedures

- UNL < PEERS importance of informal mentoring, upper limit on committees, and upper limit on teaching obligations
- UNL < PEERS effectiveness of formal mentoring, informal mentoring, child care
- UNL = PEERS on work/life balance & tenure track

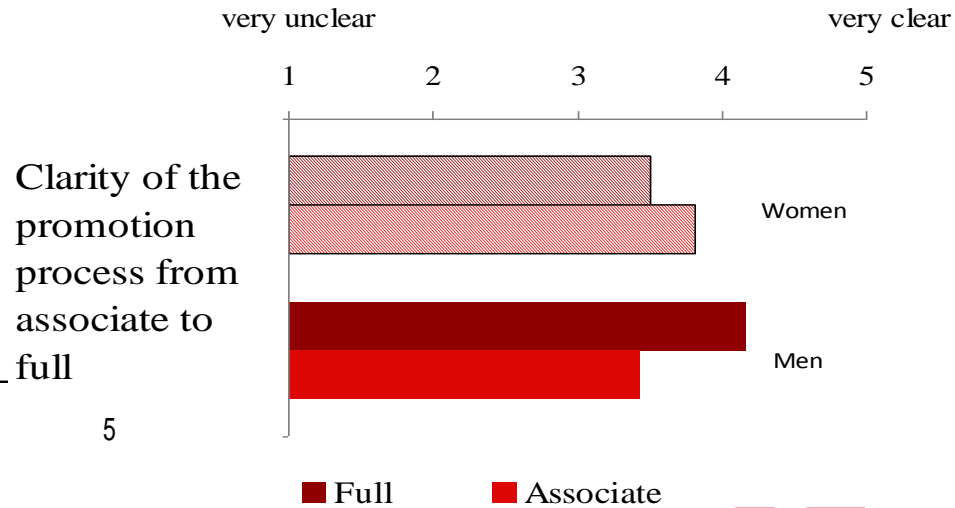
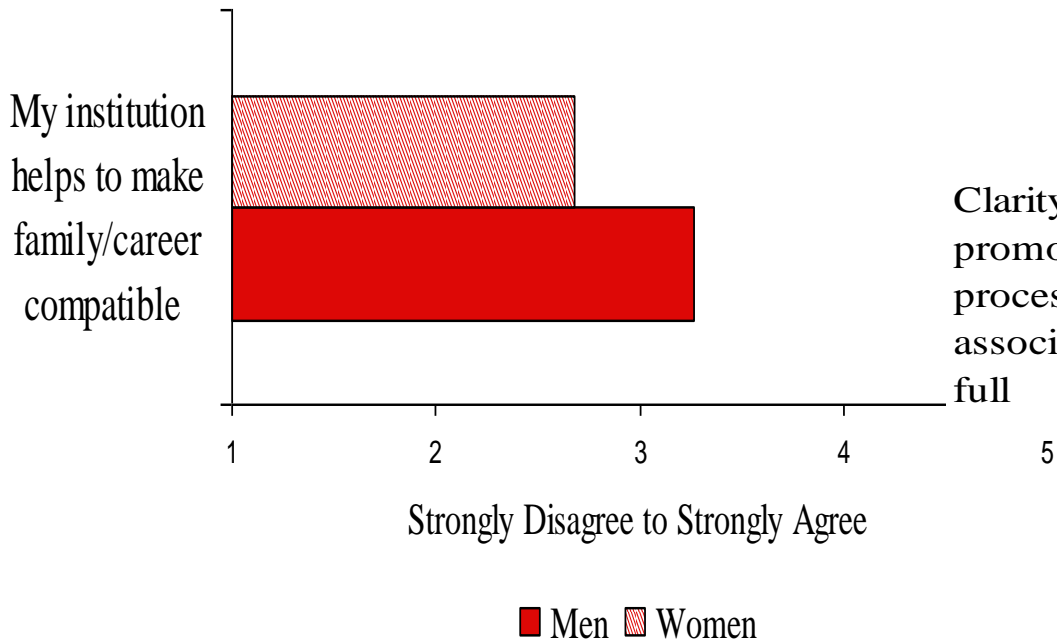
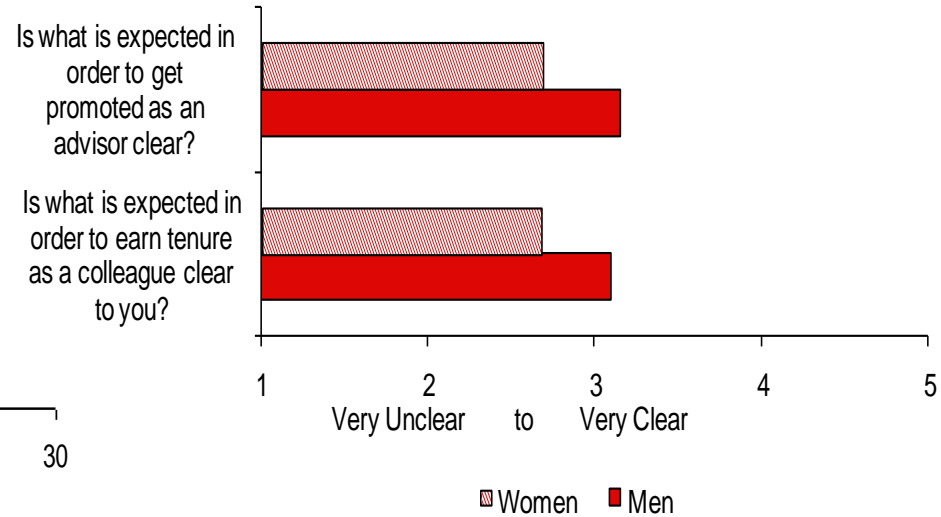
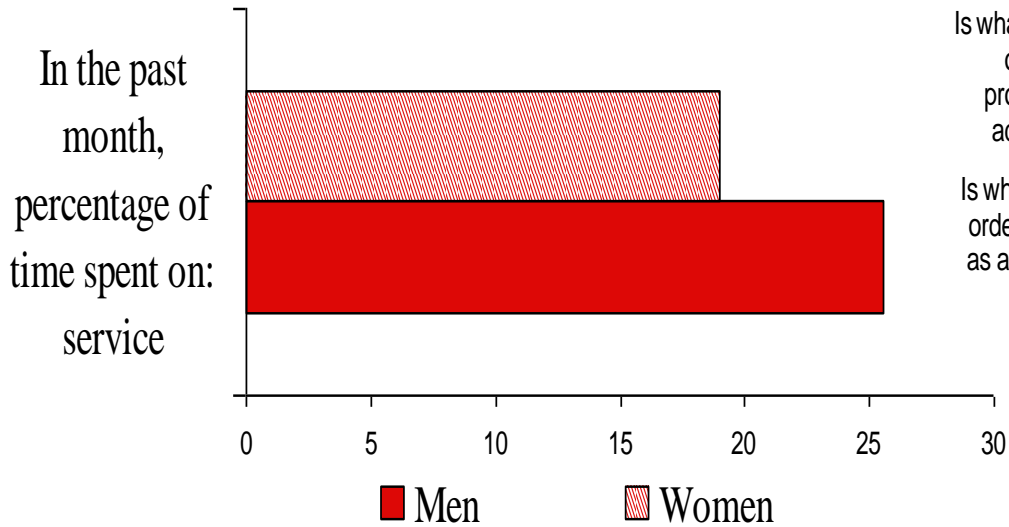
Satisfaction

- UNL < PEERS on compensation/benefits & personal interaction with pre-TT

Global satisfaction

- UNL = PEERS on sense of fit and intellectual vitality
- UNL > PEERS best aspects academic freedom and assistance for grant proposals
- UNL < PEERS best aspect “sense of fit”





Summary: How does gender matter?

Expectations of tenure (advisor/colleague)

Men > Women

Organizational commitment

Men > Women

Spousal hiring and child care policies

Women > Men

Time on service (administrators?)

Men > Women

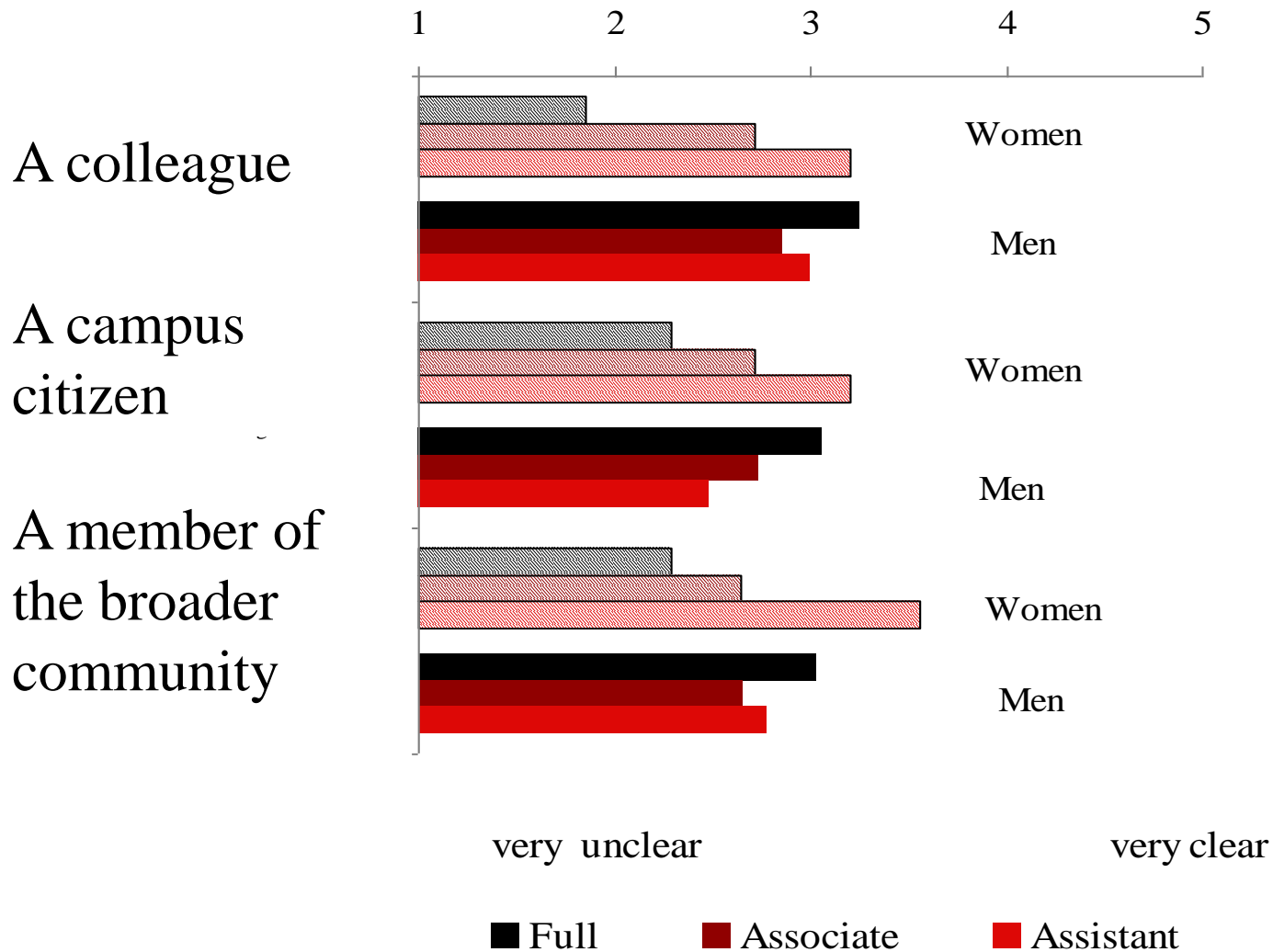
Perceptions of support for work/life

Men > Women

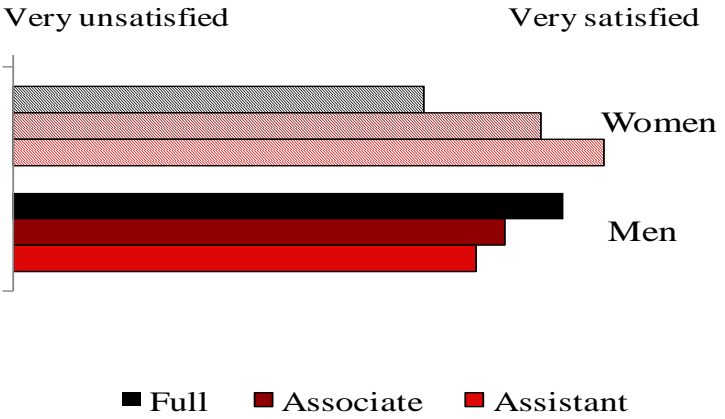


Clarity of the tenure process performance expectations:

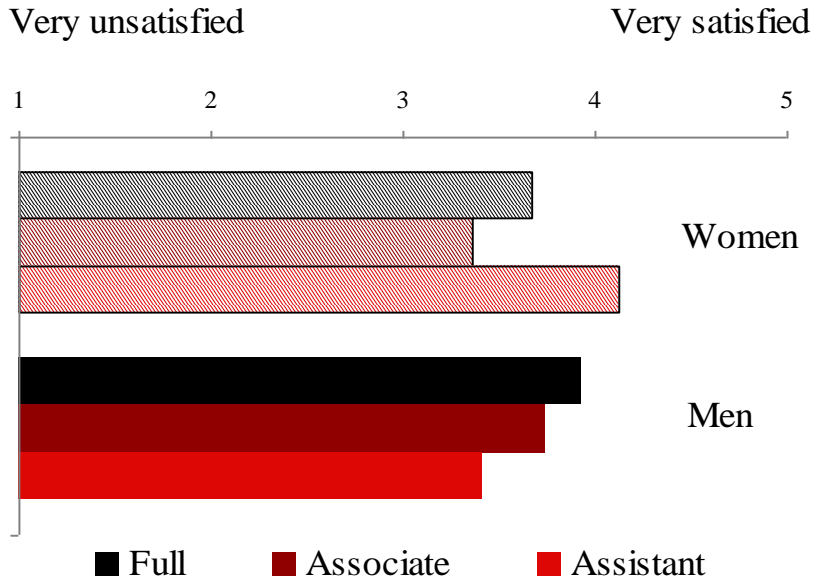
Significant gender by rank differences

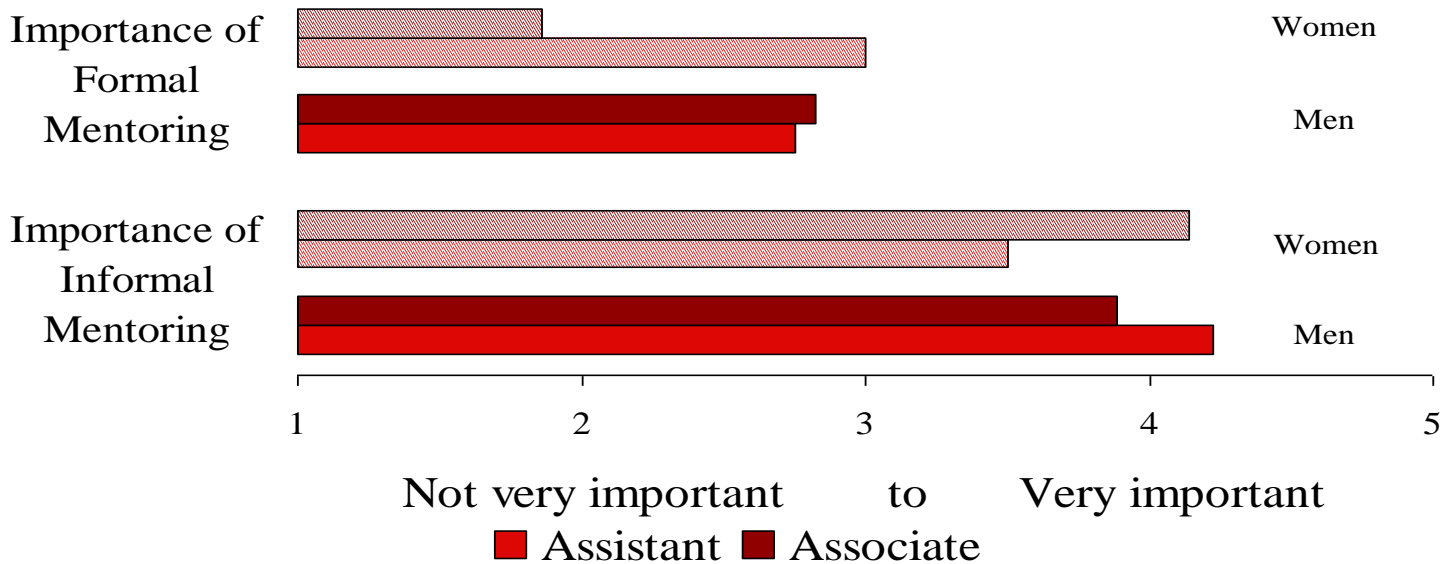
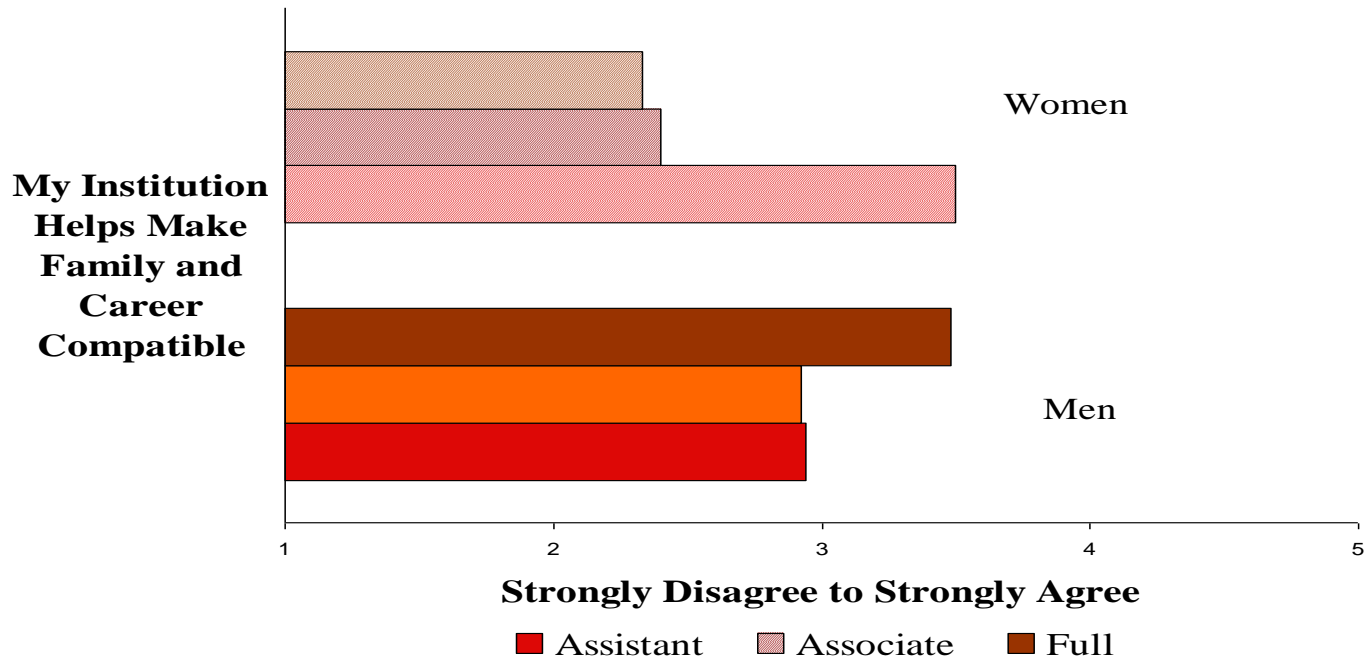


Satisfaction with the way you spend your time



opportunities to collaborate with pre-tured faculty: split by gender





Best 5 Aspects of UNL

	<i>Men</i>	Women
Assistant	1 <i>Academic Freedom</i>	Opportunities to collaborate with colleagues
	2 <i>Cost of living</i>	Academic Freedom
	3 <i>Quality of Colleagues</i>	Quality of Colleagues
	4 <i>Assistance for grant proposals</i>	Spousal/partner hiring program
	5 <i>Support of Colleagues</i>	Cost of living
Associate	1 <i>Quality of Colleagues</i>	Academic Freedom
	2 <i>Cost of living</i>	Support of Colleagues
	3 <i>Academic Freedom</i>	My sense of "fit" here
	4 <i>Quality of facilities</i>	Quality of facilities
	5 <i>My sense of "fit" here</i>	Assistance for grant proposals
Full	1 <i>Quality of Colleagues</i>	Quality of Colleagues
	2 <i>My sense of "fit" here</i>	Quality of undergraduate students
	3 <i>Academic Freedom</i>	My sense of "fit" here
	4 <i>Opportunities to collaborate with colleagues</i>	Academic Freedom
	5 <i>Quality of graduate students</i>	Geographic location



Open-Ended Responses:

Summary

- Gender shapes faculty experiences differently in different ranks
- Shows the need to “control” for potential confounding variables.

Best about Specific Position

- Gender shapes faculty experiences differently in different ranks
- Shows the need to “control” for potential confounding variables.

Best about UNL

- Spousal hiring possibilities (not a program, but my department makes a lot of effort)
- Research & Teaching opportunities
- Support by upper administration for growth in the area of research
- Career advancement



Summary of Gender by Rank

Clarity of the tenure process

A colleague:

- Women: Assistant > Associate > Full
- Men: Full > Assistant > Associate

A campus citizen

- Women: Assistant > Associate > Full
- Men: Full > Associate Assistant

Member of a broader community

- Women: Assistant > Associate > Full
- Men: Full > Assistant > Associate

Promotion process from associate to full

- Women: Associate > Full
- Men: Full > Associate

Satisfaction with aspects of work

The number of students you teach

- Women: Associate > Assistant > Full
- Men: Full > Assistant > Associate

The way that you spend your time

- Women: Assistant > Associate > Full
- Men: Full > Associate Assistant

Opportunities to collaborate with pre-tenured

- Women: Assistant > Full > Associate
- Men: Full > Associate > Assistant

Policies and Procedures

My Institution helps make family and career compatible

- Women: Assistant > Associate = Full
- Men: Full > Assistant = Associate

Importance of formal mentoring

- Women: Assistant > Full
- Men: Assistant = Full

Importance of informal mentoring

- Women: Associate > Assistant
- Men: Assistant > Associate

Global

- Academic Freedom: All 6 groups
- Quality of Colleagues: All but associate women
- Cost of living: Assistants; Associate Men
- Assistance for grants: Assistant men, Associate women
- Support of Colleagues: Assistant men, associate women
- Opportunities collaborate: Assistant women
- Spousal/partner hiring: Assistant women
- Quality of Facilities: Associate
- My Sense of Fit here: Associate and Full
- Quality of students: Full
- Geographic Location: Full women

