

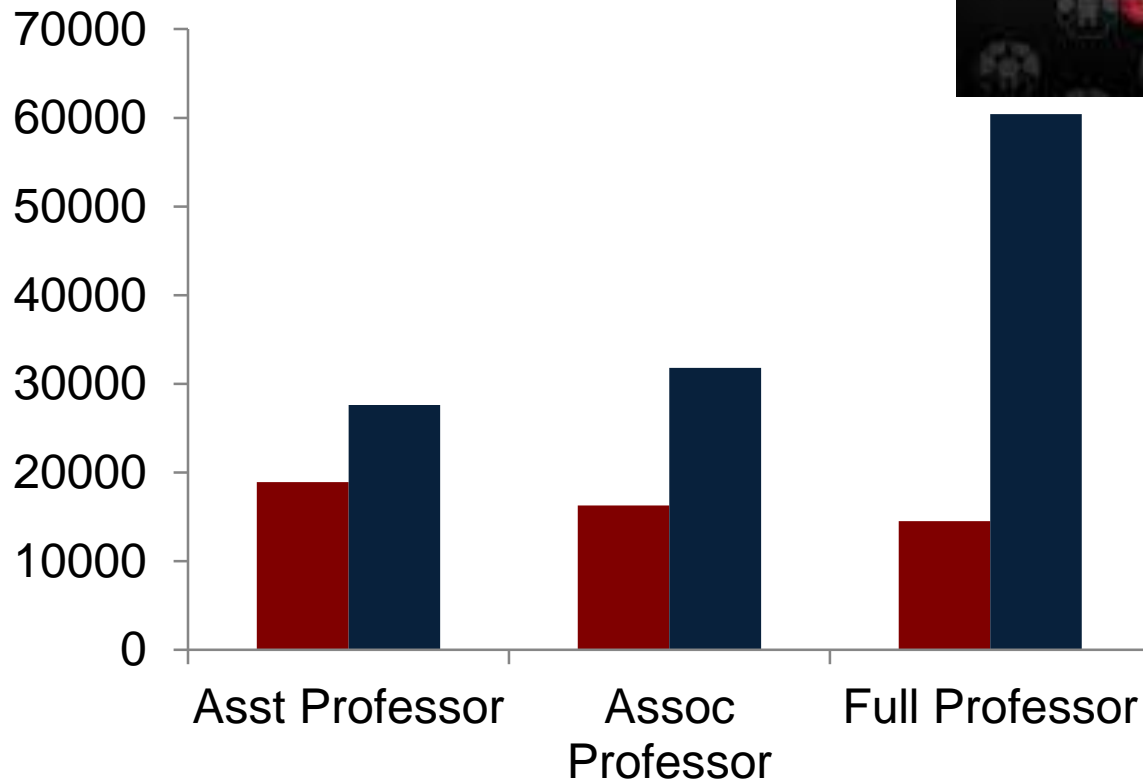


NSF UWF Faculty ADVANCE Program
2015 UWF Faculty Culture Survey

ADVANCE Showcase April 8, 2016

A familiar story... The "Leaky Pipeline"

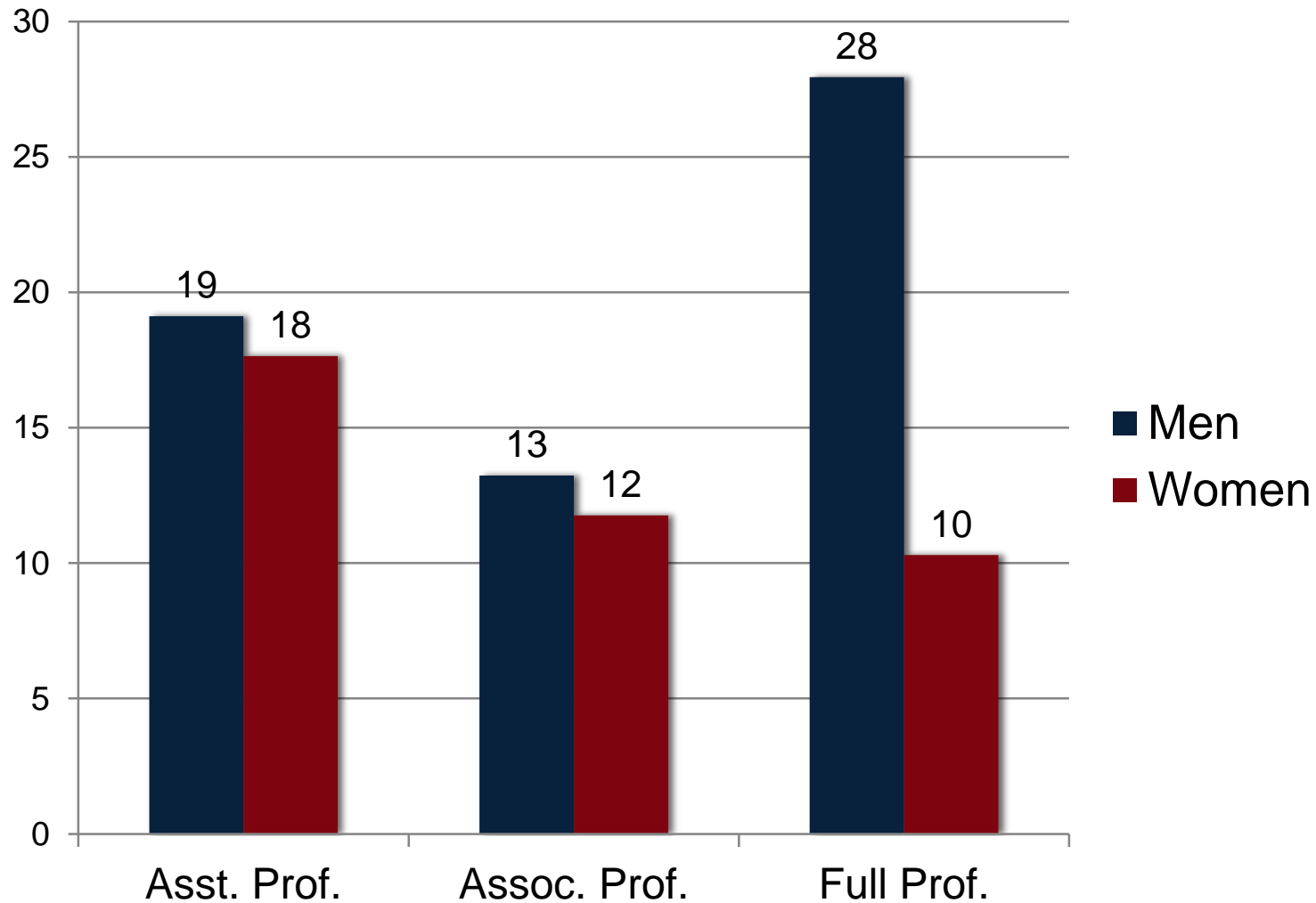
Total U.S. STEM Faculty by Gender: Women "leak out" of universities as level increases



(National Science Foundation, 2013; women-green)



Number of UWF STEM Faculty at each Tenure Rank 2015 ($N = 68$ respondents)



NSF Faculty ADVANCE Program

- Purpose:

“Adapt best practices for enhancing a supportive and inclusive culture for recruiting, retaining, and advancing women faculty in Science, Technology, Engineering, and Math (STEM) Disciplines.”
- Beneficial for the entire campus, not just female faculty in the STEM disciplines.
- \$598,354 National Science Foundation grant over a 5-year period (2011-2016)





ADVANCE Teams & Partners

- ADVANCE Investigator Team
- Internal Steering Committee
- External Advisory Board
- UWF Partners (e.g., Provost's Office, CUTLA, RSP)
- External Partners
- WLE Task Force (Work-Life Effectiveness)
- STRIDE Task Force
 - (Strategies and Tactics for Recruiting to Improve Diversity and Excellence)

NSF UWF Faculty ADVANCE Program

- Three overarching goals:
 - Foster a supportive and inclusive climate and culture for faculty success
 - Establish recruitment and retention policies and procedures to enhance diversity of the faculty
 - Provide professional development and advancement opportunities to build positive psychological capital of women faculty



ADVANCE Scholars

- **Criteria:**
 - NSF-approved science discipline and department membership
 - Tenure-earning position; below dean-level
- **Current participants:**
 - 30+ ADVANCE Scholars across 11 UWF departments and centers

ADVANCE Programs 2012-2016

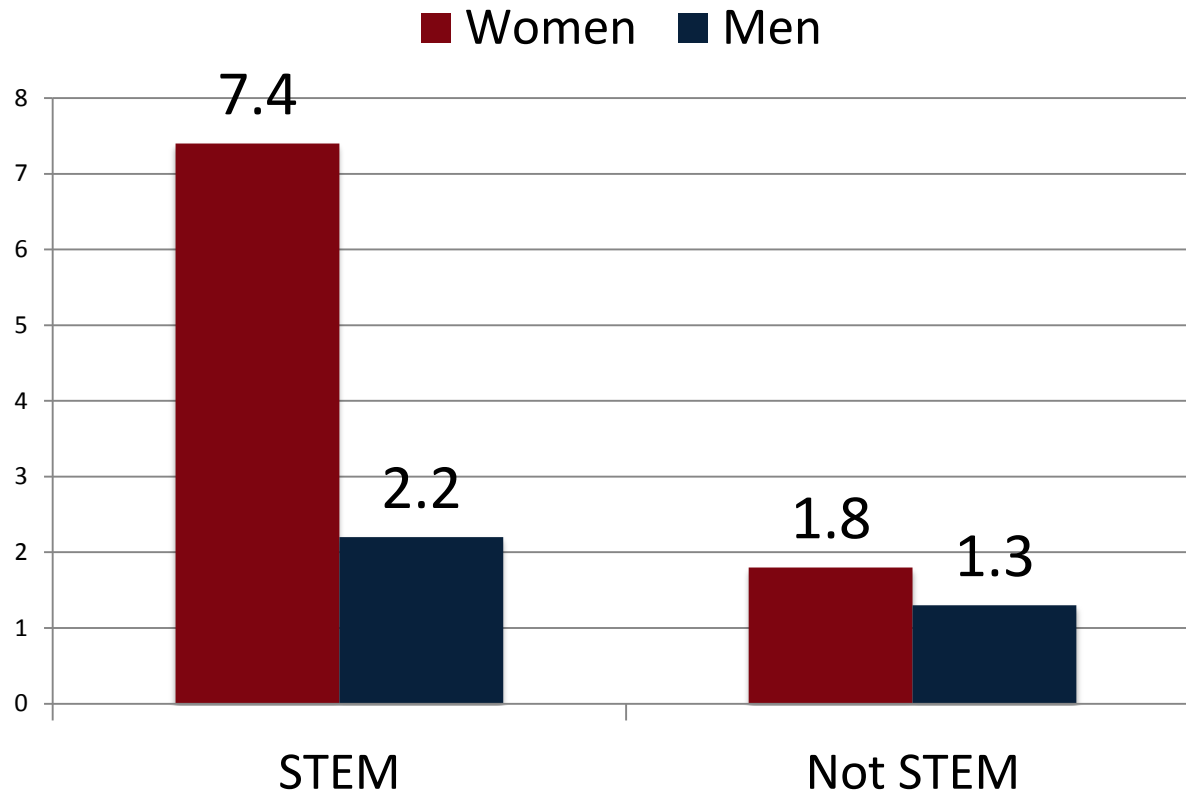
To ADVANCE UWF Culture:

- STRIDE Task Force (Strategies & Tactics for Recruiting to Increase Diversity and Excellence)
- WLE Task Force (Work-Life Effectiveness)
- Administrator Training
- 2012 and 2015 UWF Faculty Culture Survey

To ADVANCE Scholars:

- Scholars' Luncheons
- Scholars Mentoring Program
- Faculty Career Networking and Grant Proposal Development Awards
- Professional Career Coaching
- Distinguished Visiting Scholar Series
- Professional and Leadership Development Workshops
- ADVANCE Website

ADVANCE Program Participation



“About how many, if any, ADVANCE Program Activities have you participated in since the program began?”

Total attendance = 394; STEM Women Total= 229

Gender, STEM, Gender x STEM *** $p < .01$

NSF ADVANCE PROGRAM

2015 UWF Faculty Culture Survey

The purpose of the survey was:

- To measure any changes in faculty perceptions during the grant.
- To help the ADVANCE committees design the proposed programs such as professional development workshops, STRIDE taskforce training, WLE policies and programs, and the mentoring program.
- A mechanism to prompt change.

The Faculty Culture Survey

The survey includes 11 major scales:

- University Culture
- Tenure & Promotion
- Department Climate
- Diversity Climate
- Faculty Searches
- Work-Life Climate
- Childcare
- Job Outcomes: Job Satisfaction, Engagement, Organizational Identity, and Commitment

Culture Survey Scoring

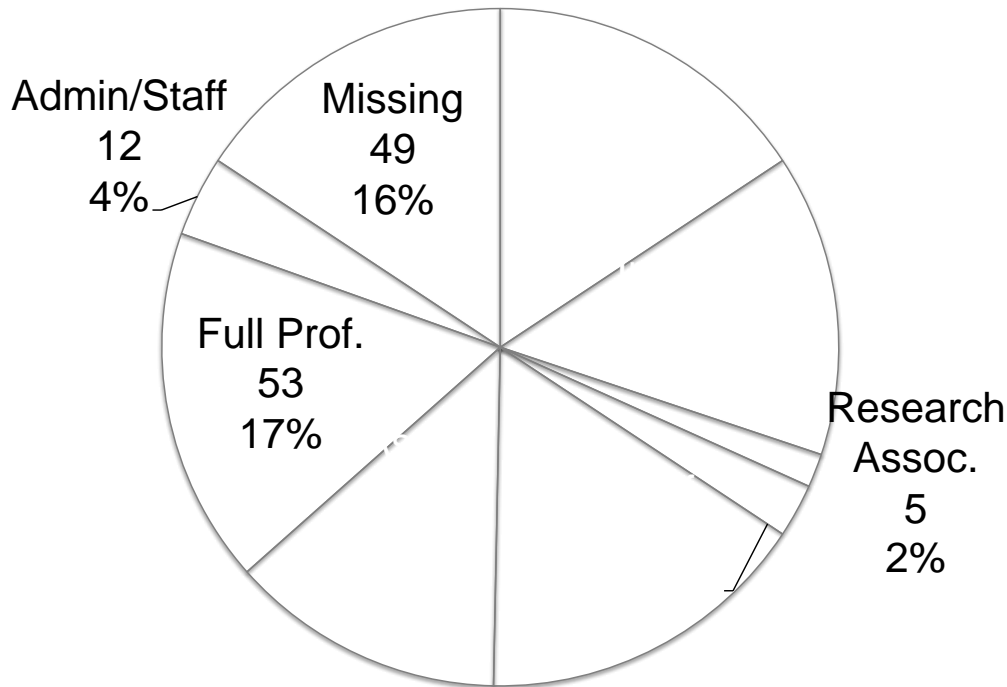
- Scale scores can vary from 1-7, with 7 as the positive direction. 7 = Strongly Agree
- Negative questions were reverse-scored when combined with positive questions
- Sex differences are reported only for scales and subscales on which they were significantly different.

Faculty Culture Survey Samples: All Ranks

2015

N = 358 / 643

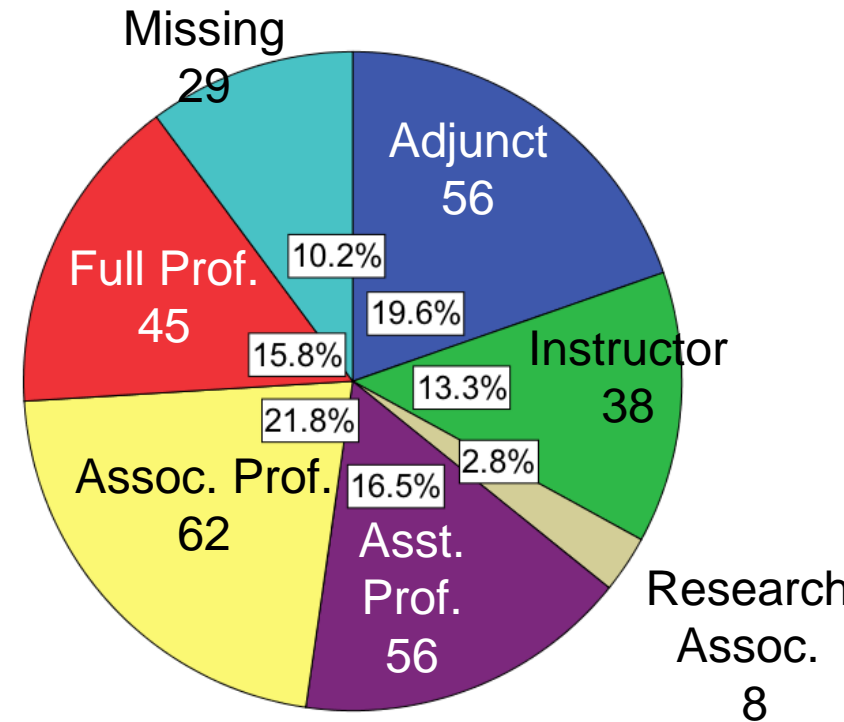
54% Response Rate



2012

N = 330 / 587

56% Response Rate



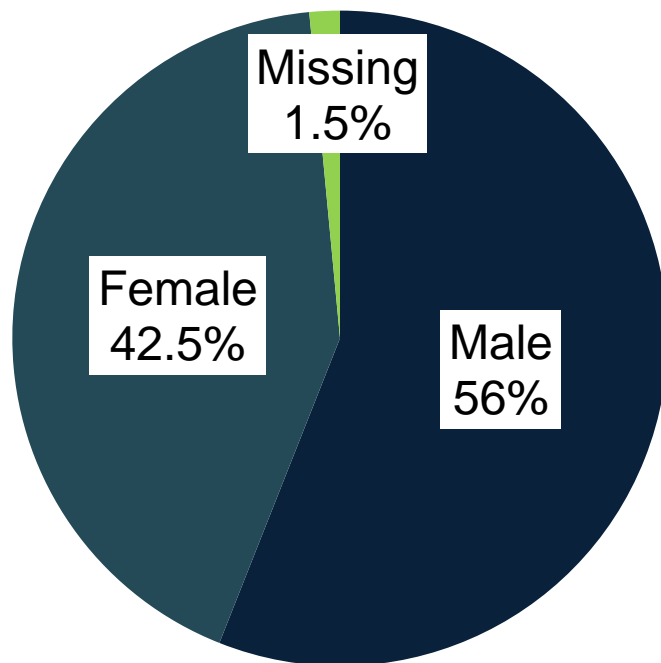
Tenure-Track Faculty: Gender

2015

$N = 134 / 306$

44% Response Rate

75 Men; 57 Women

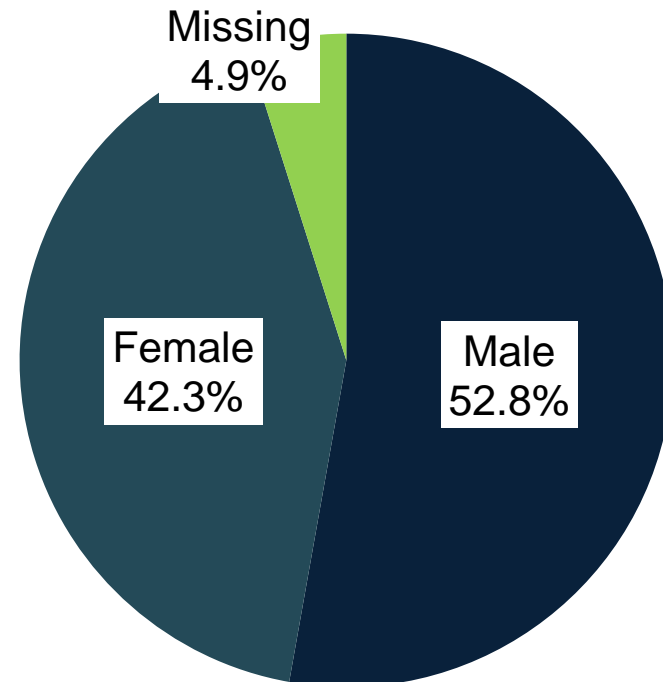


2012

$N = 142 / 278$

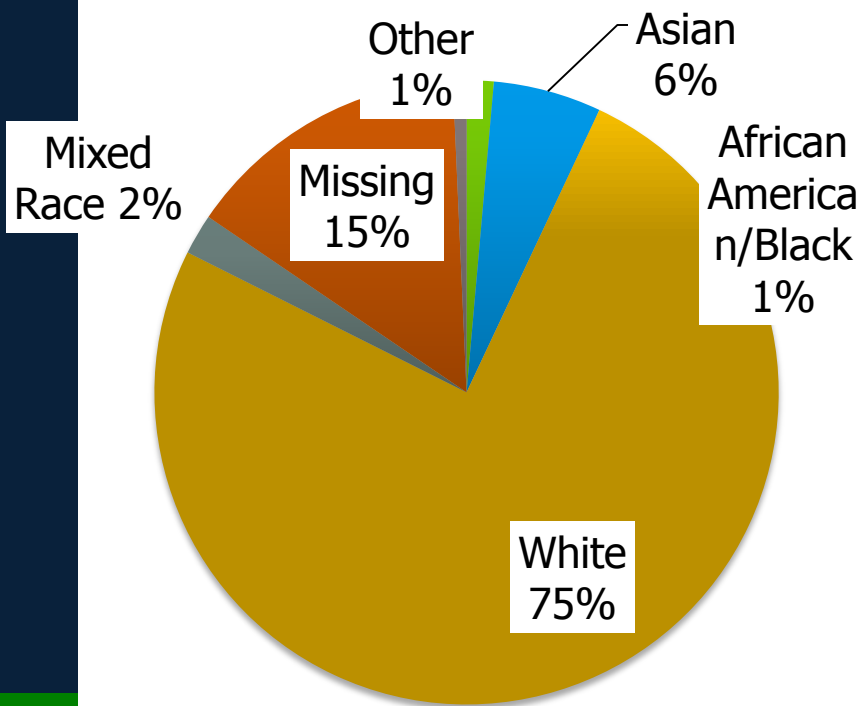
51% Response Rate

75 Men; 60 Women

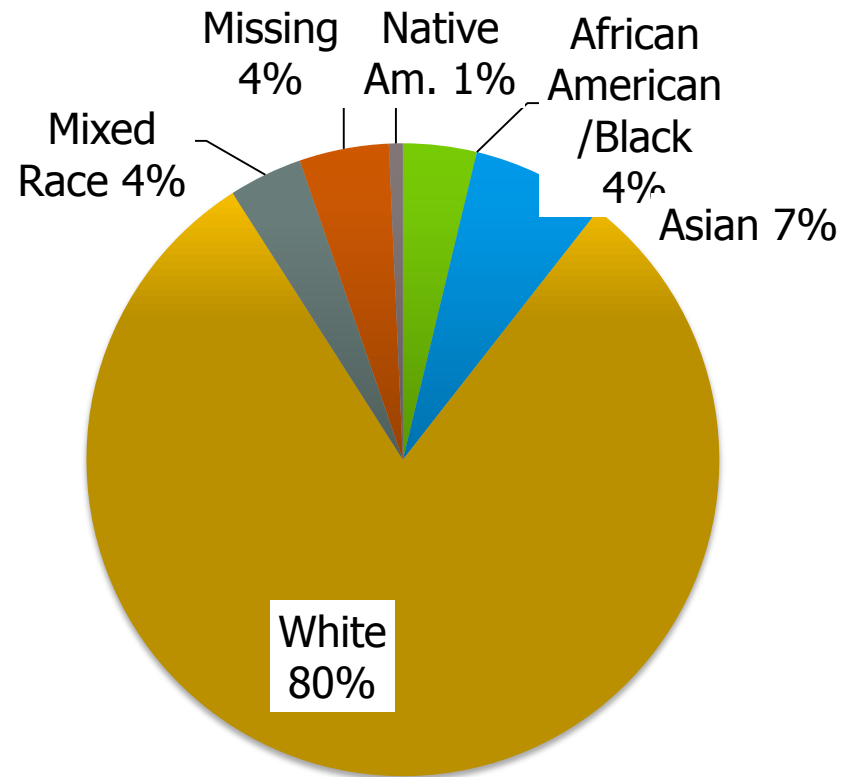


Tenure-Track Faculty: Race/Ethnicity

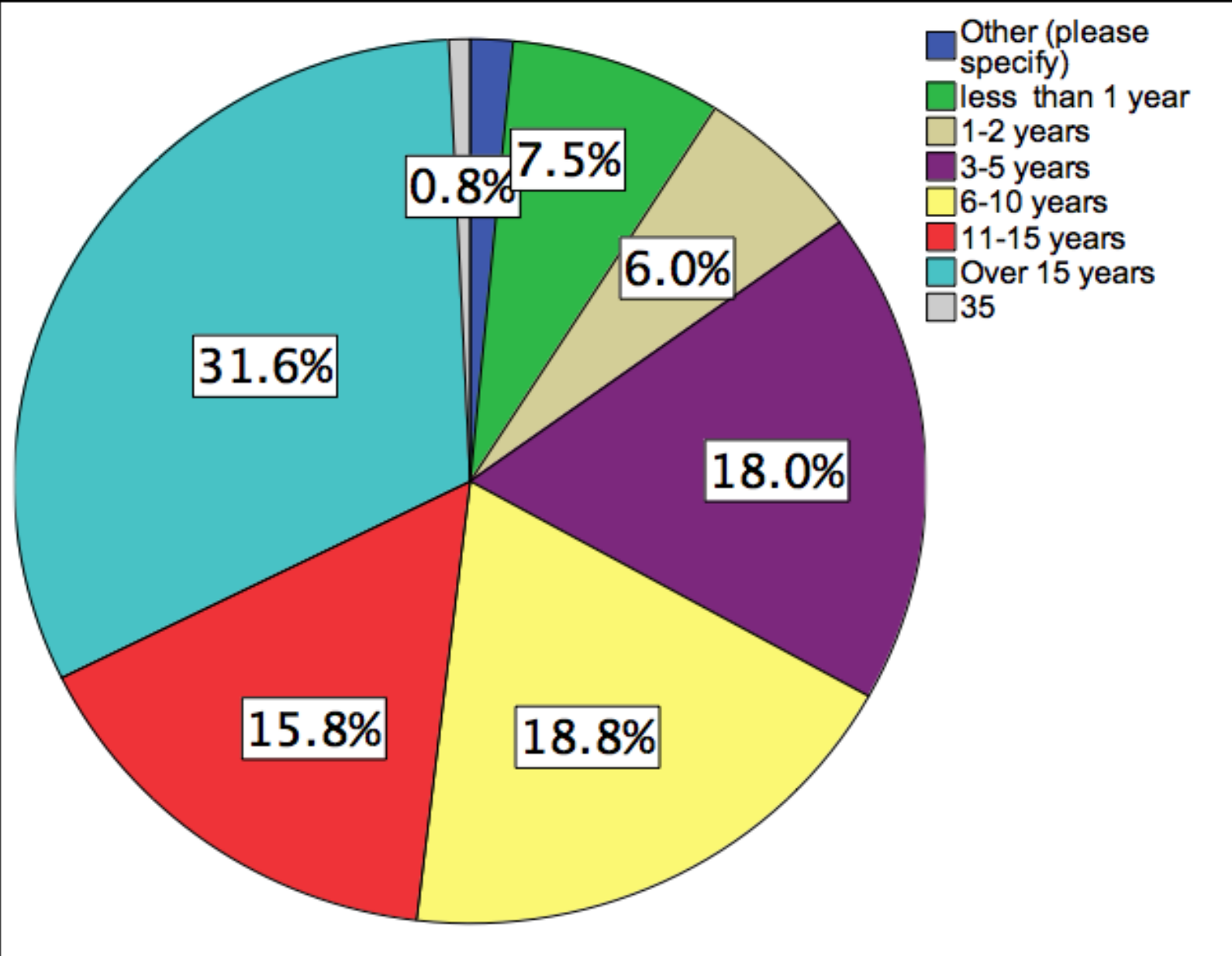
2012 (N = 142)



2015 (N = 134)



2015 Tenure-Track Faculty: Years of Service



Tenure-Track Faculty: Other Demographics

2015

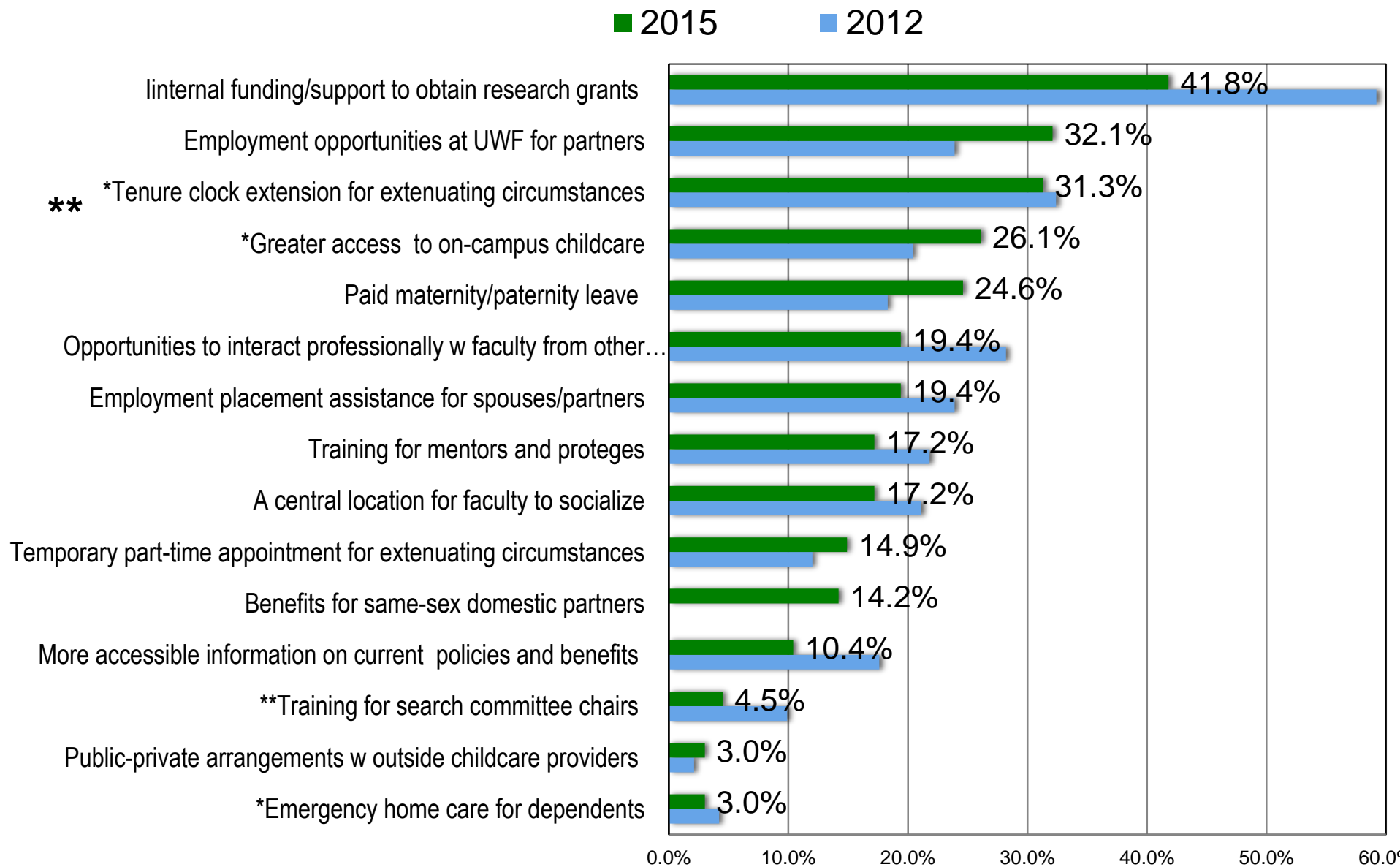
- 52% STEM faculty
- 67% Spouse/partner
- 42% Kids at home
(Mode = 1 child)*
- 23% Eldercare resp.
- 49.4 Years Avg. Age
SD = 11.4 years
- 52.8 Avg. Hours/Week
SD = 11.0

2012

- 55% STEM faculty
- 69% Spouse/partner
- 35% Kids at home
(Mode = 2 children)*
- 28% Eldercare Resp.
- 49.7 Years Avg Age
SD = 11.0 years
- 52.0 Avg. Hours/Week
SD = 11.1

*Mode for faculty members with children

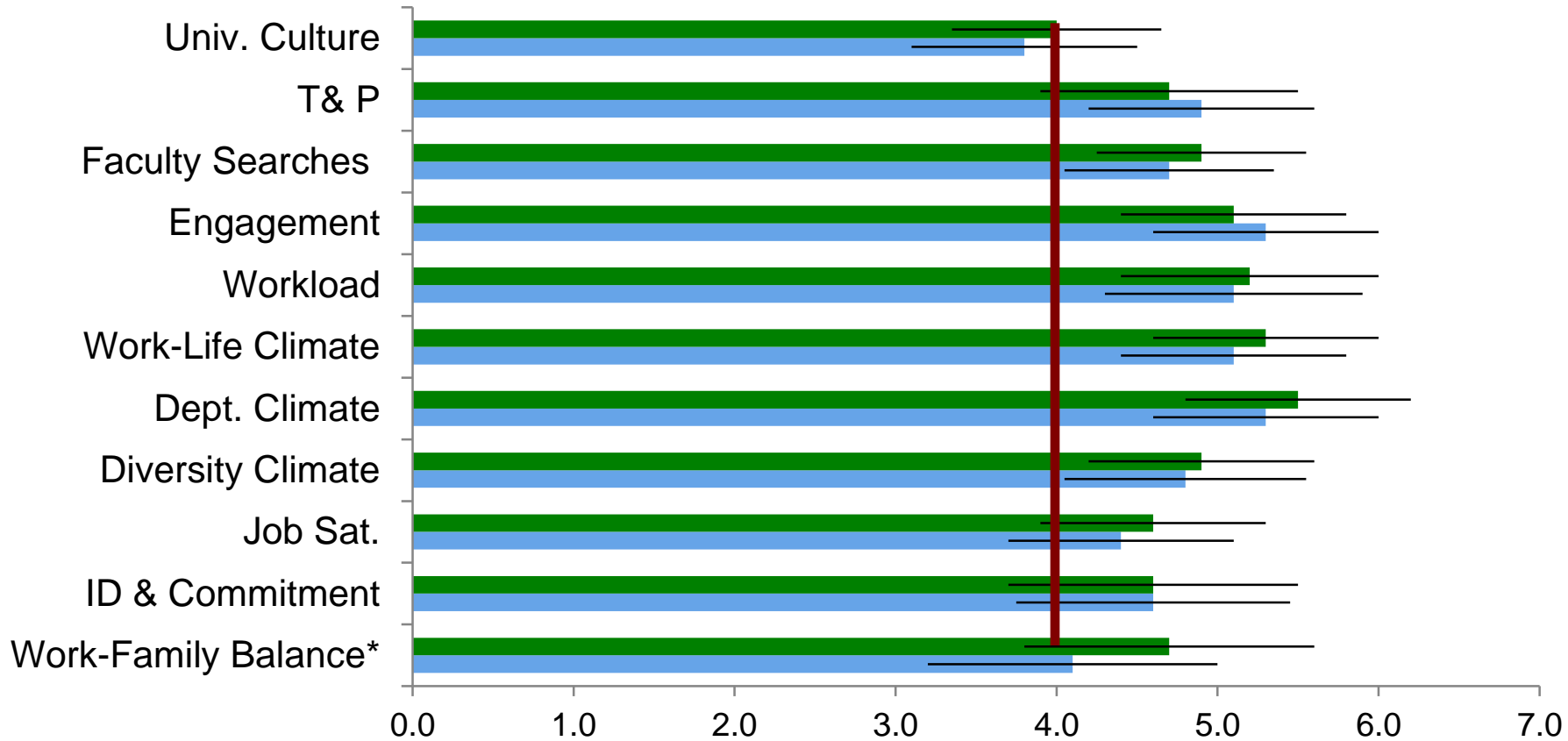
Percent Tenure-track Faculty who Picked Policy as a "Top Three" for Recruitment and Retention



Female ratings of importance > Male ratings: ** $p < .01$. Year ratings: * $p < .05$; . ** $p < .01$.

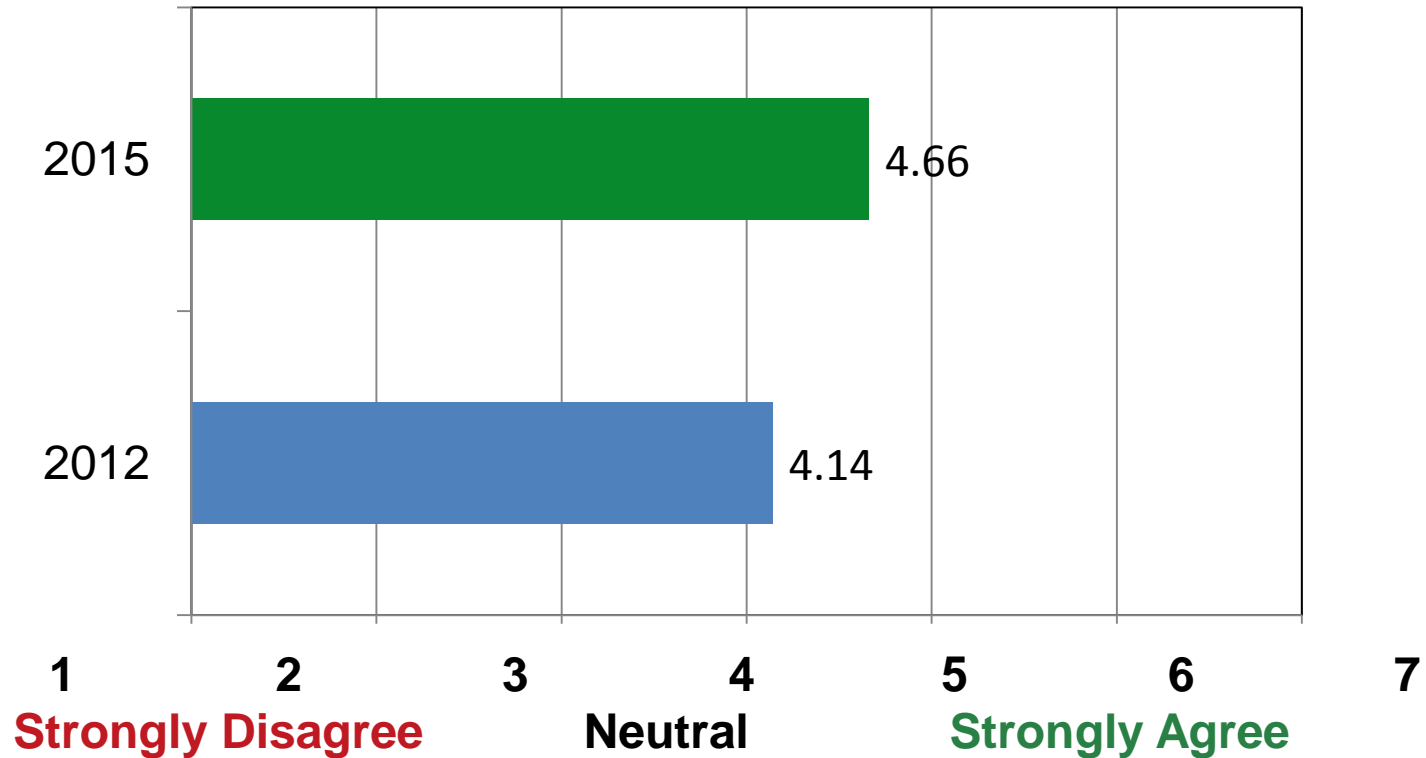
Major Scale Means and Job Outcomes

■ 2015 ■ 2012



	Work-Family Balance*	ID & Commitment	Job Sat.	Diversity Climate	Dept. Climate	Work-Life Climate	Workload	Engagement	Faculty Searches	T&P	Univ. Culture
2015	4.7	4.6	4.6	4.9	5.5	5.3	5.2	5.1	4.9	4.7	4
2012	4.1	4.6	4.4	4.8	5.3	5.1	5.1	5.3	4.7	4.9	3.8

*Work-Life Satisfaction -Year

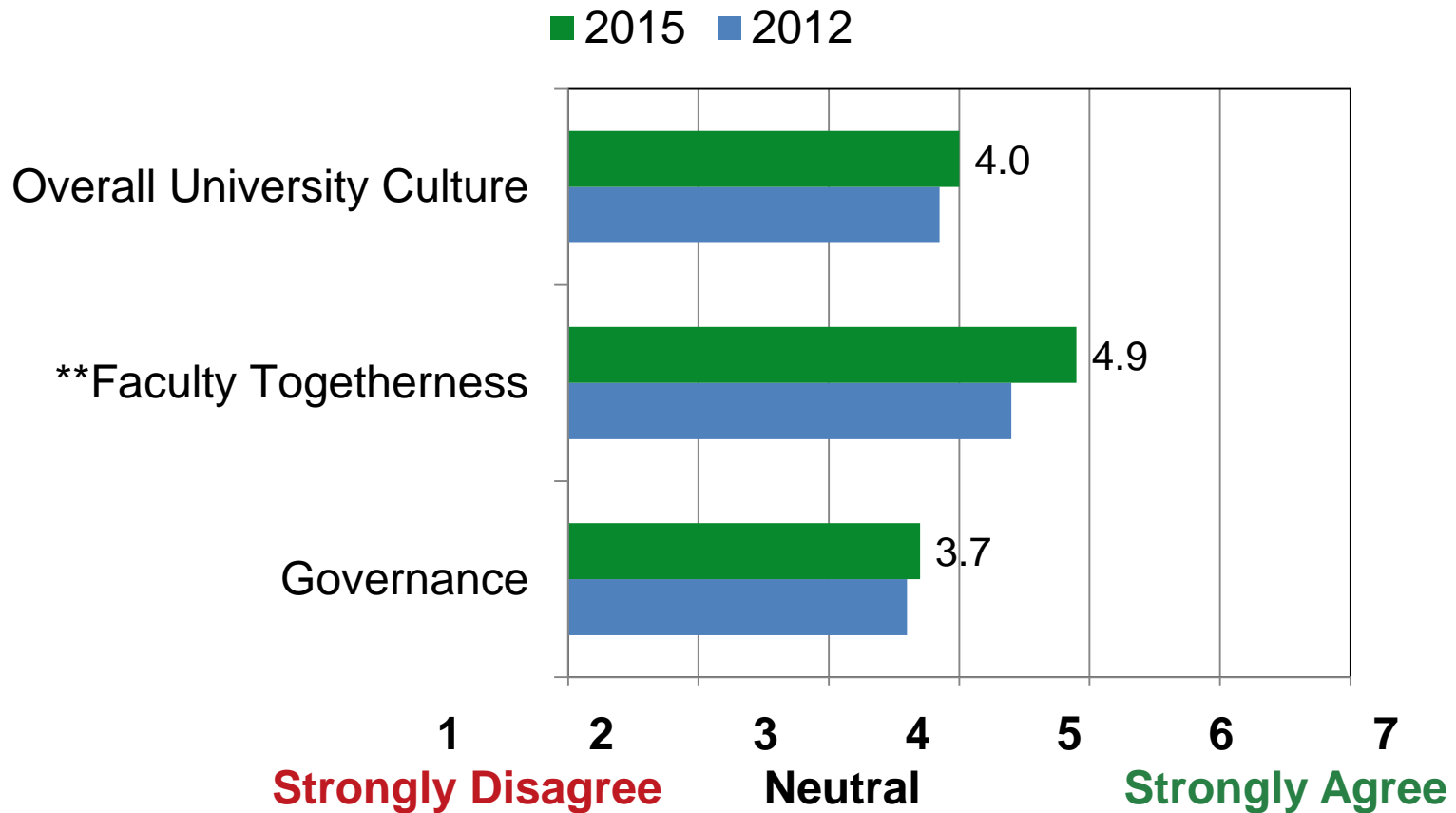


- **Satisfaction with Work-Family Balance**

- “I am satisfied with my ability to balance the needs of my job with those of my personal or family life.”

Year $p < .05$

University Culture Subscales - Year



- **Governance**

- “UWF leadership fosters a culture supportive of faculty success.”

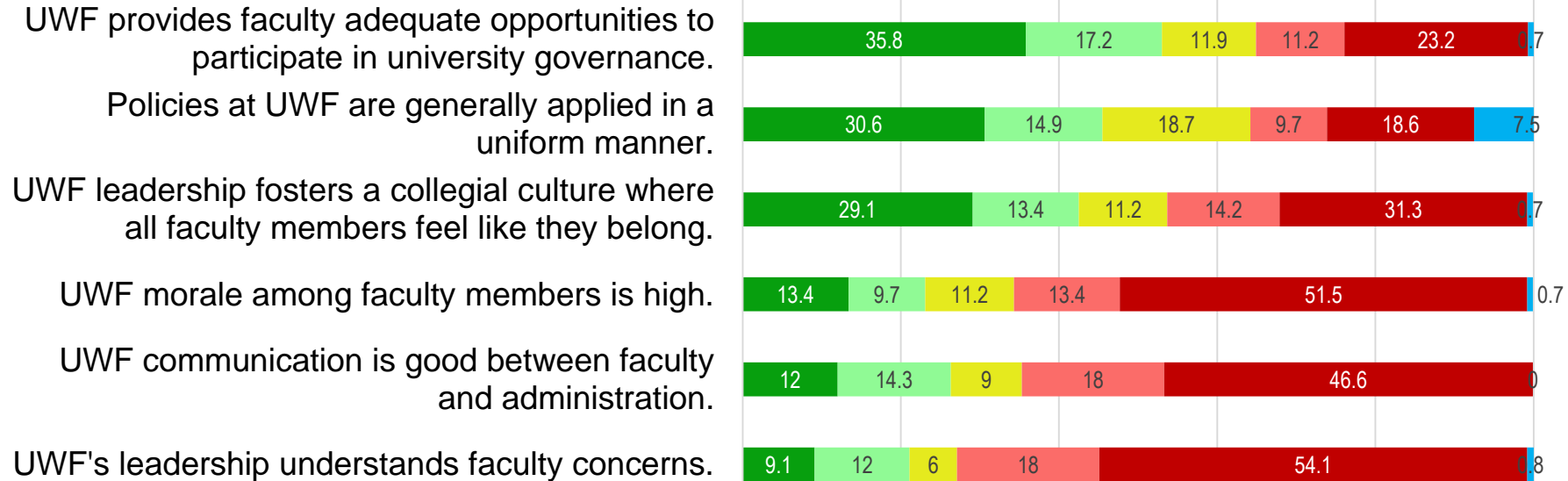
- **Faculty Togetherness**

- “UWF faculty members respect one another.”

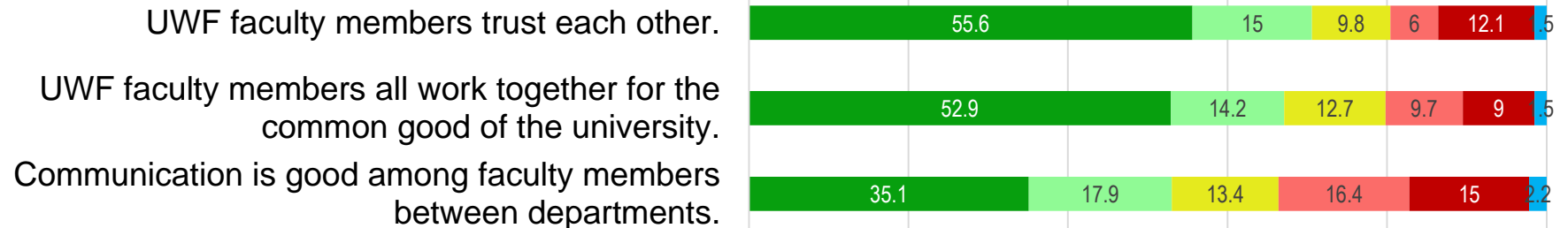
Year ** $p < .01$

2015 University Culture

Faculty Governance Subscale

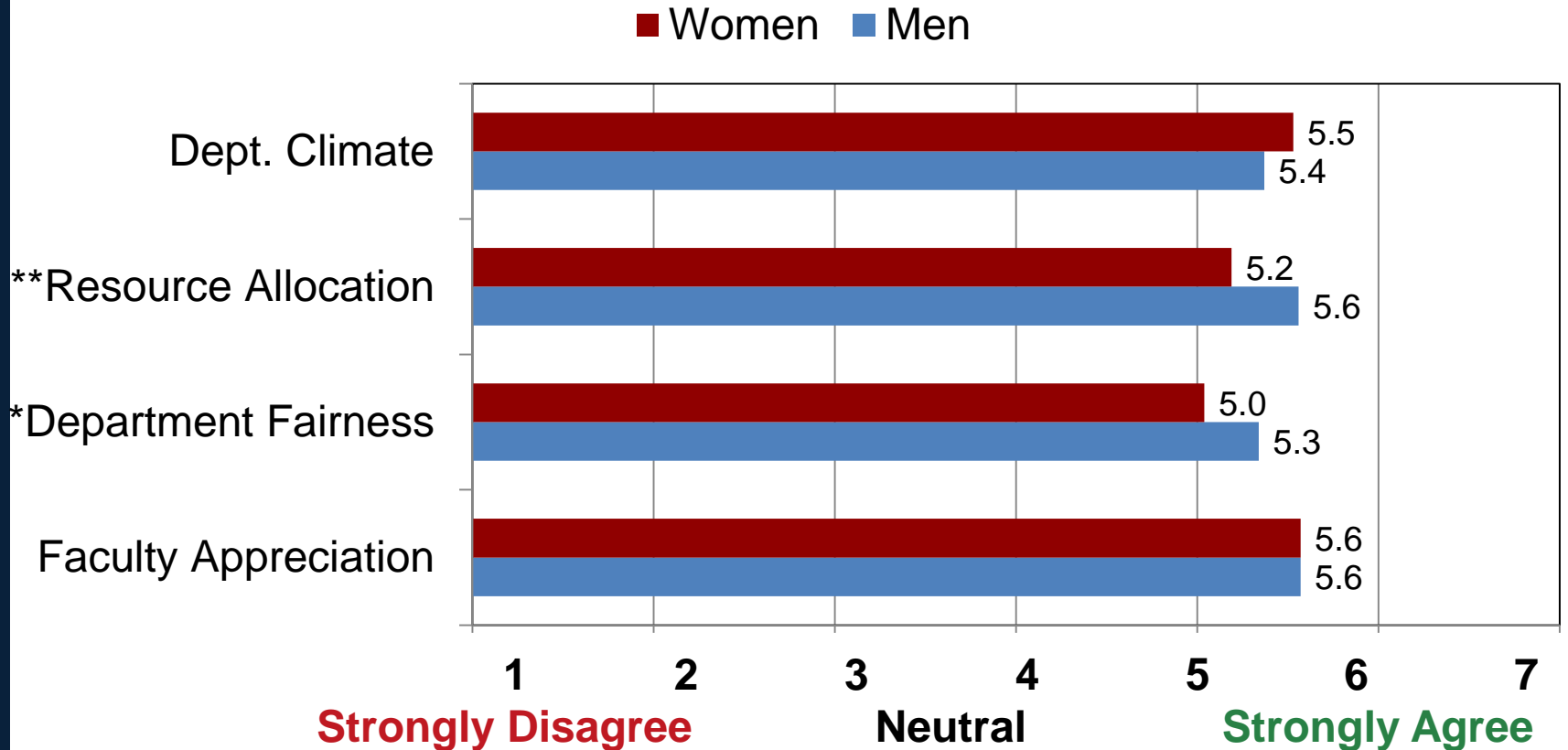


Faculty Togetherness Subscale



0 20 40 60 80 100

2015 Dept. Culture - Gender

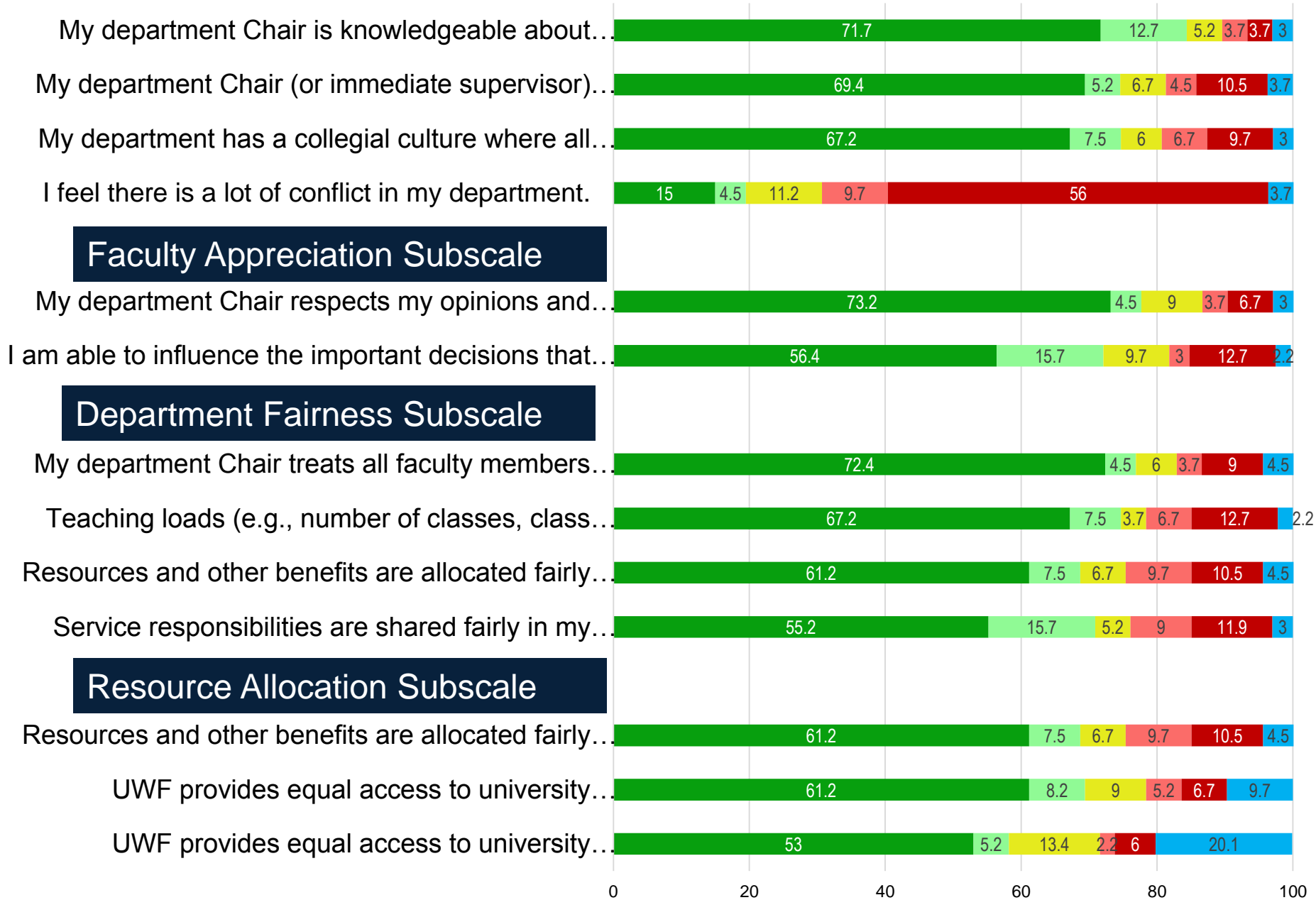


Resource Allocation

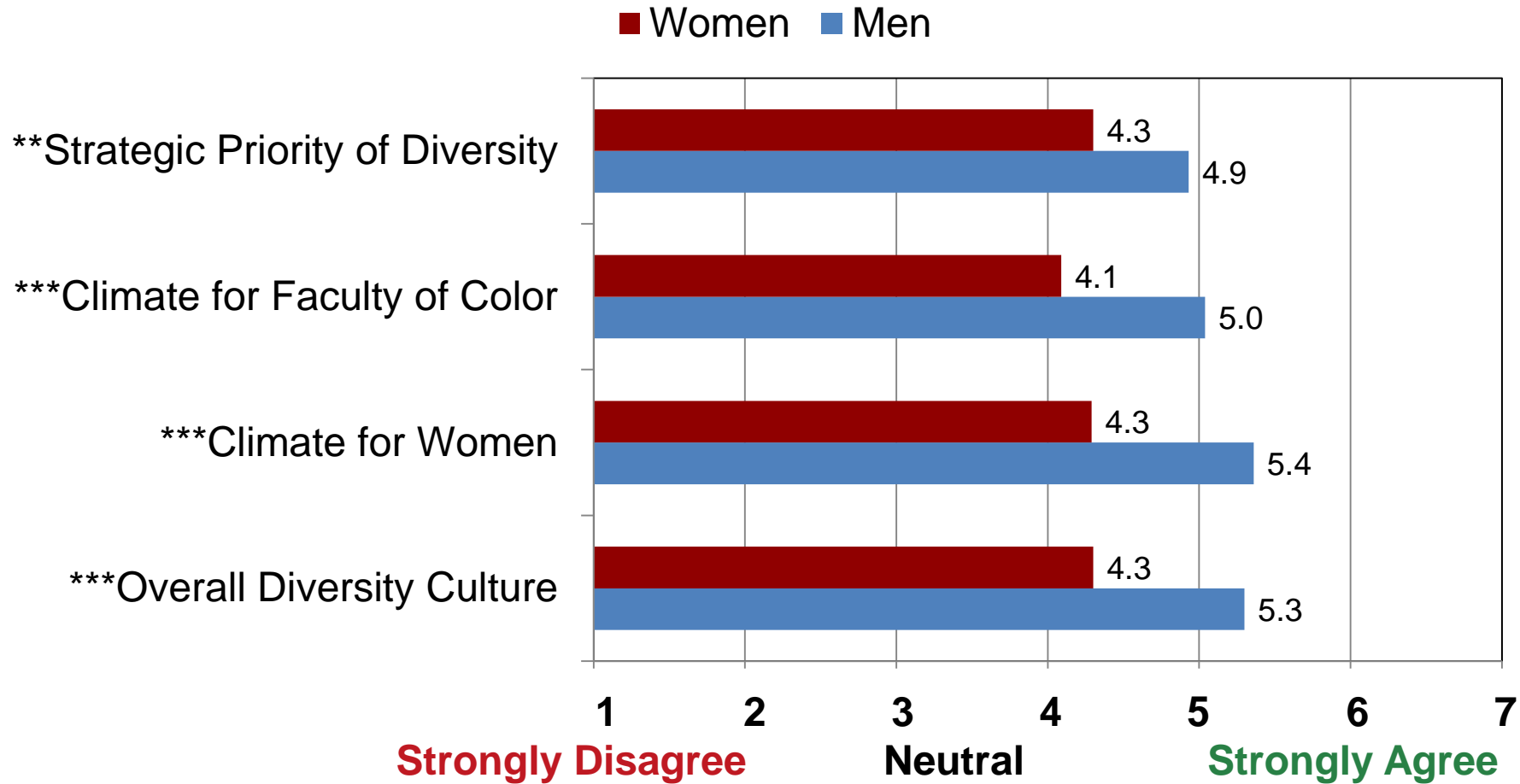
•“Resources and other benefits are allocated fairly within my department.”

Gender * $p < .05$; ** $p < .01$; *** $p < .001$; No effects for Year

2015 Department Culture

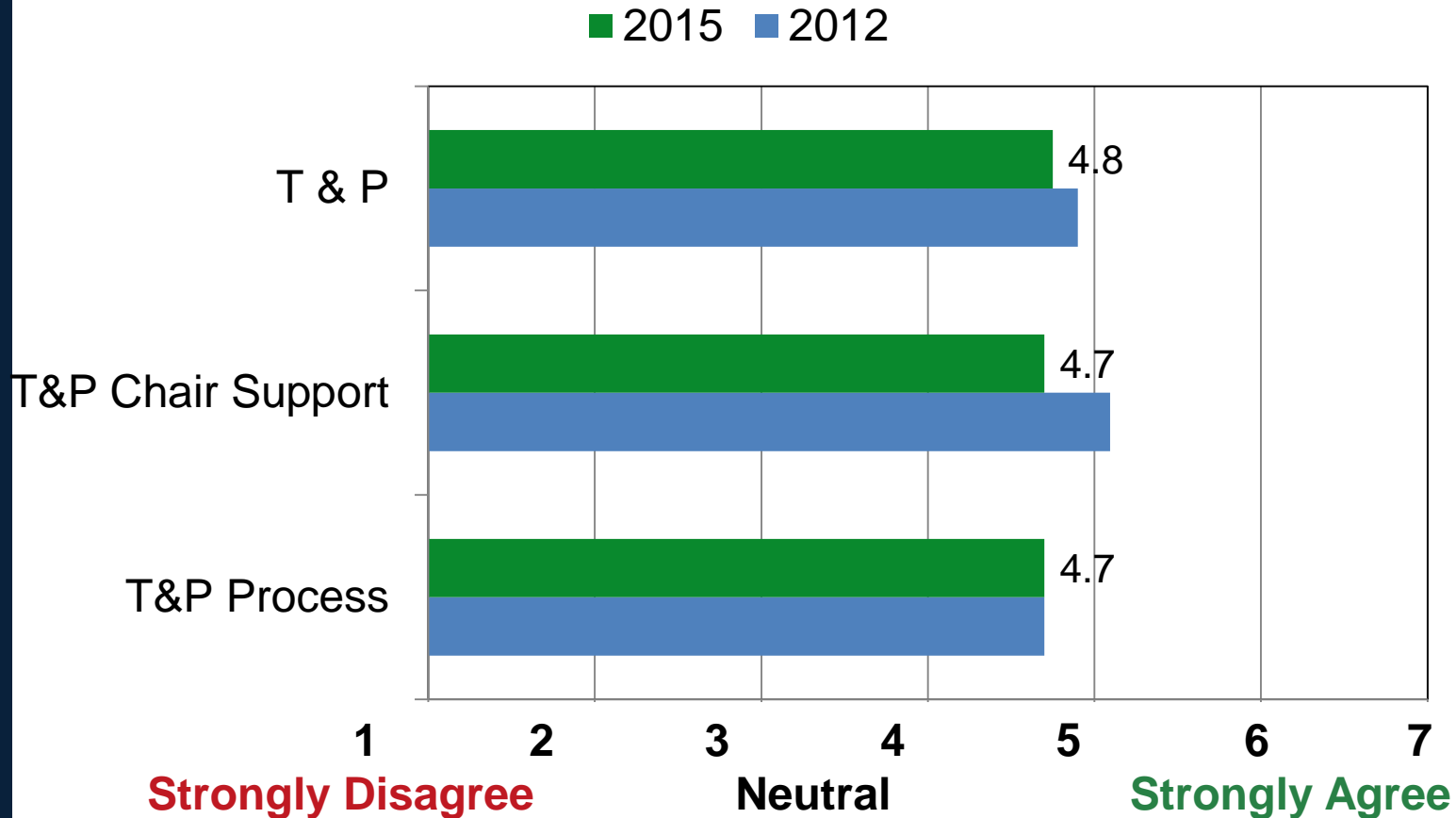


2015 Diversity Climate - Gender



Gender * $p < .05$; ** $p < .01$; *** $p < .001$; No effects for Year

Tenure & Promotion - Year



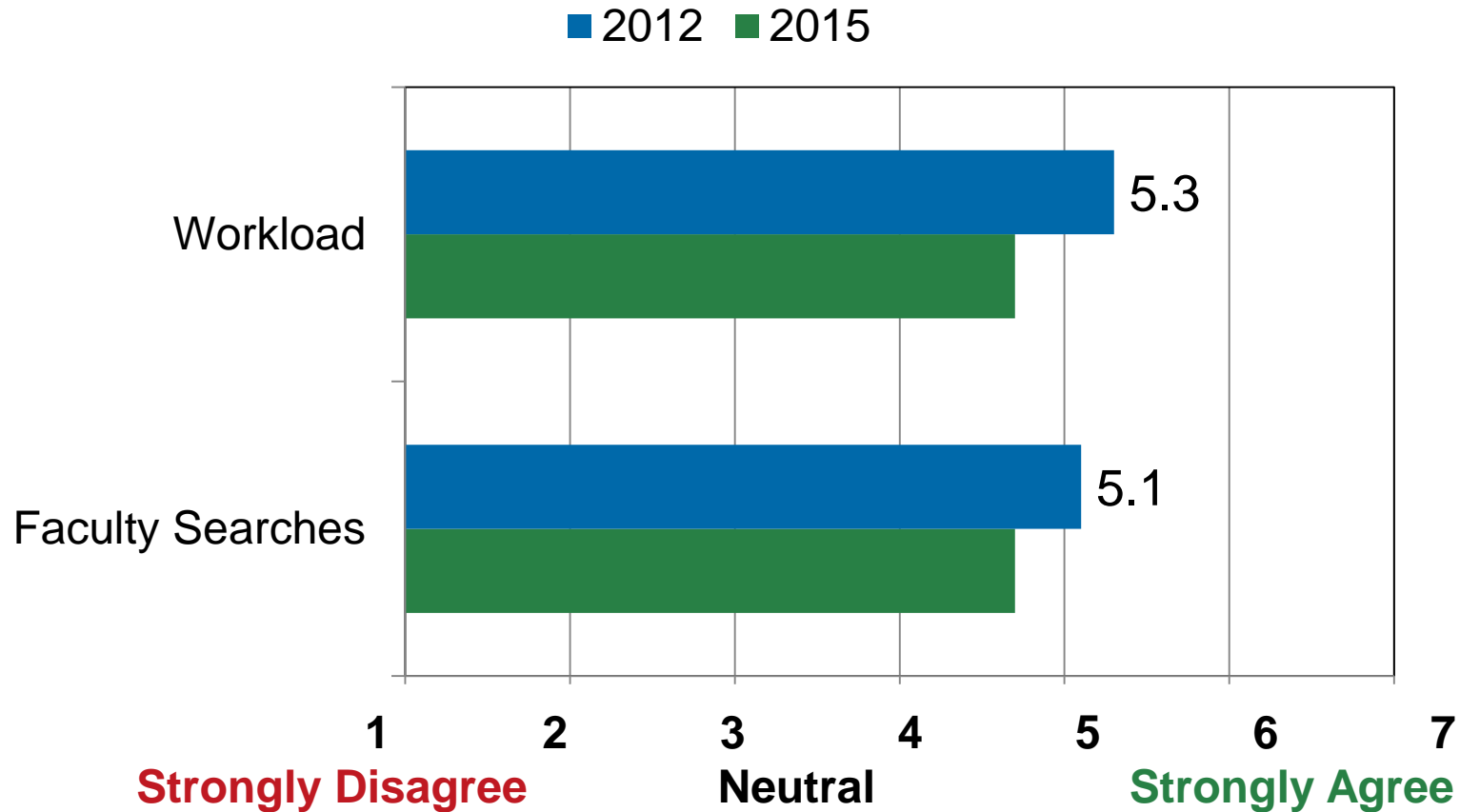
- **T & P Chair Support**

- “My department Chair offered to help me prepare my materials for T&P.”

- **T & P Process**

- “In my department, expectations concerning T&P are clearly documented.”

Workload & Faculty Searches - Year



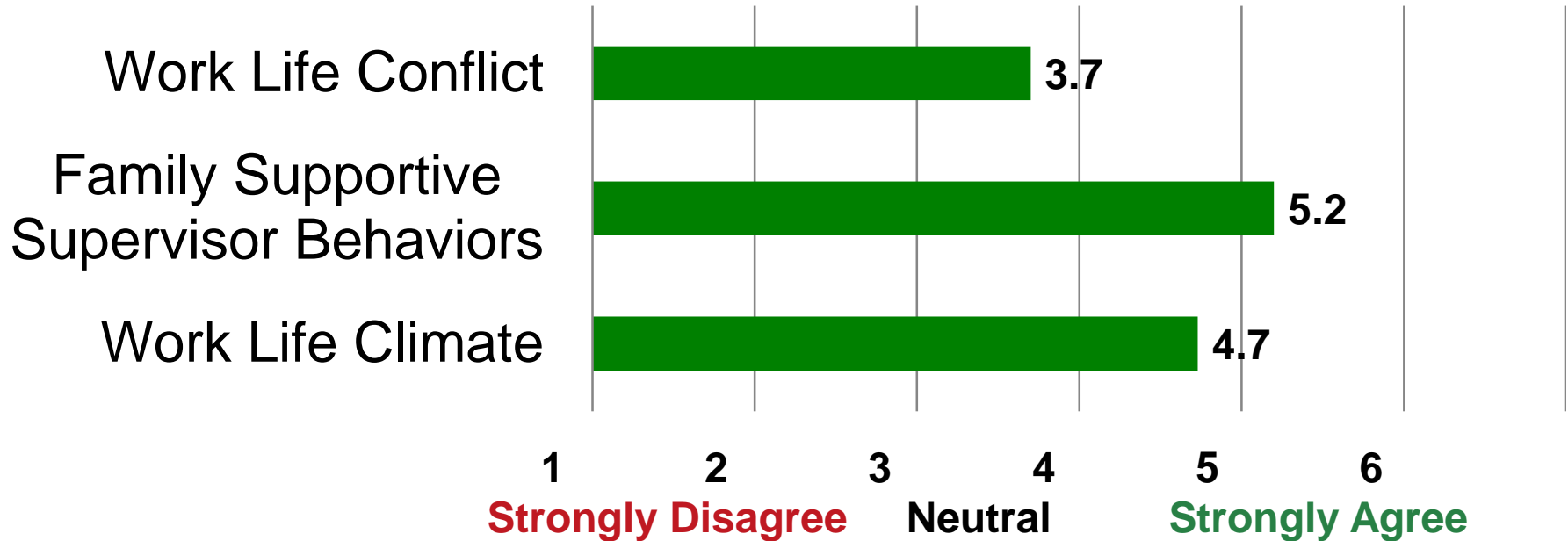
Workload

- “Service responsibilities are shared fairly in my department.”
- “Teaching loads (e.g.- number of classes, class size, class level) are shared fairly in my department.”

Faculty Searches

- “UWF has recruitment of women faculty members as a top priority.”

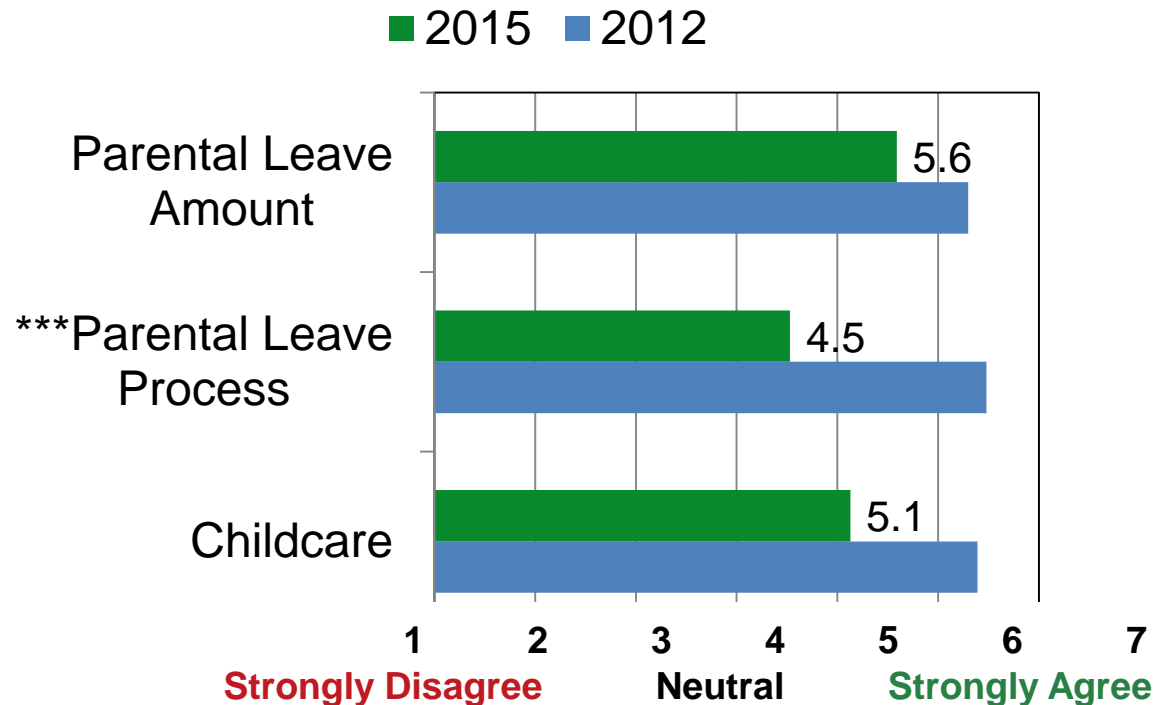
Work-Life Climate - 2015



- **Work Life Climate**

- “Faculty members are given ample opportunity to perform both their job and their job and their personal responsibilities well.”
- “My department Chair (immediate supervisor) provides me with the flexibility I need to be successful at home and at work.”

Family Issues



- *****Parental Leave Process** ($p < .001$)
 - “The process of applying for parental leave is simple and straightforward.”
- **Parental Leave Amount**
 - “I would have liked more time off after the child was born, but felt I would fall behind in meeting tenure expectations.”
- **Childcare**
 - “I am satisfied with the quality of care my child has received at the campus childcare center.”

2015 Childcare Needs - All Respondents

2015 (N = 269)	<i>n</i>	% total	% Parents
Kids < 18 at home	89	33.1%	
<u>Would use if needed:</u>			
Campus childcare (CCC)	58	21.6%	
Infant care		7.1%	
After-school care		18.6%	
Emergency childcare		14.1%	
Evening childcare during classes		12.6%	
Private partner of UWF		16.7%	

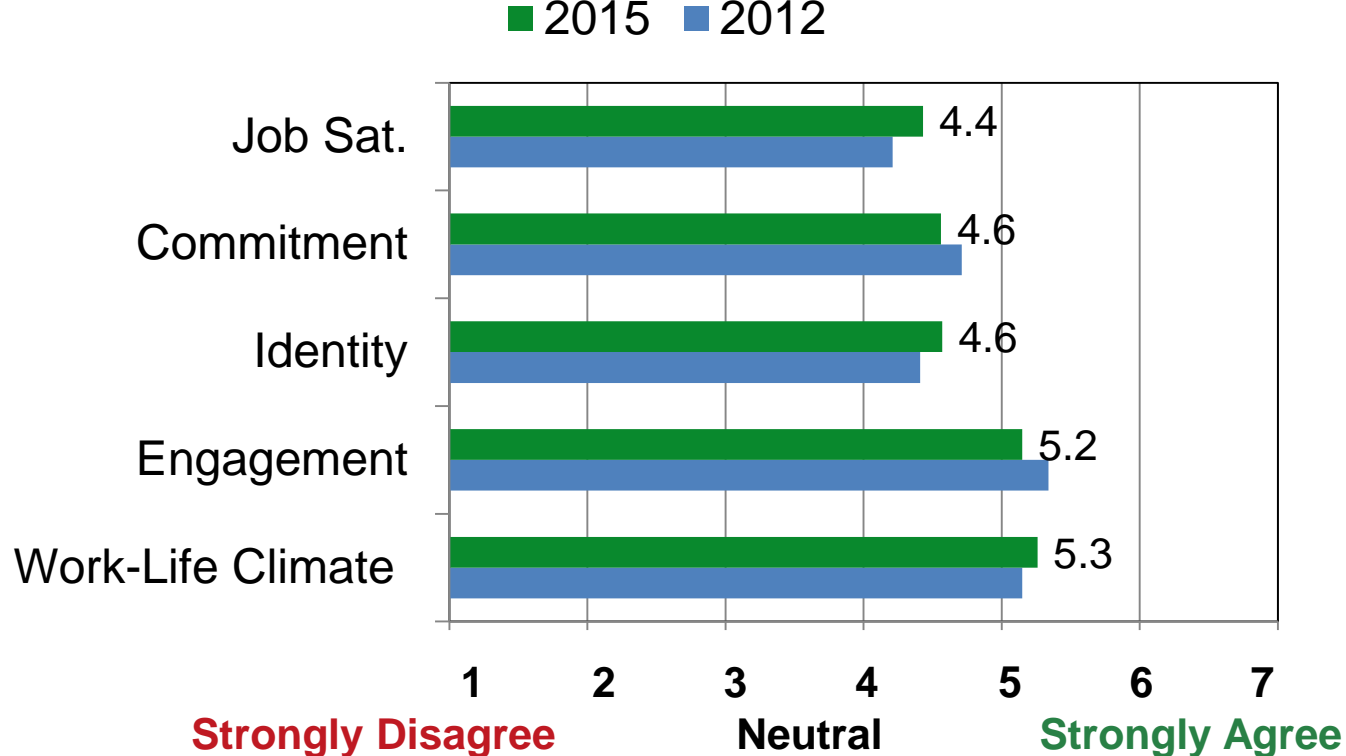
Similar to 2012

2015 Childcare Center (N=269)

	N	%	M (SD)	Median	Mode*
Kids < 18 at home	89	31.3%		2	1
Would use campus childcare (CCC)	58	21.6%			
Waited for CCC?	48/57	84.2%			
Never Applied	38/89	42.7%			
Months until position opened	28	--	13.0 (11.5)	9.0	12.0
Months to date on waiting list	10	--	14.7 (10.8)	16.0	12.0
Months before making alternative arrangements	13	--	12.0 (4.2)	4.0	6.0

2012 Childcare Center ($N=330$)

	N	%	<i>M</i> (<i>SD</i>)	Median	Mode
Kids < 18 at home	94	28.5%	1.8 (1.1)	2.0	2.0
Would use campus childcare (CCC)	49	14.8%			
Waited for CCC?	30/42	71.4%			
Months until position opened	20	--	12.9 (15.7)	7.0	3.0
Months to date on waiting list	10	--	23.4 (27.6)	14.0	24.0
Months before making alternative arrangements	13	--	6.9 (7.3)	6.0	3.0



- **Identity**

- “I find that my values and UWF’s values are very similar.”

- **Commitment**

- “UWF really inspires the very best in me in the way of job performance.”

- **Work Life Climate**

- “Faculty members are given ample opportunity to perform both their job and their personal responsibilities well.”
- “My department Chair (immediate supervisor) provides me with the flexibility I need to be successful at home and at work.”

- **Job Satisfaction**

- “I am satisfied with my current salary.”

UWF Culture Strengths

- Mean scale ratings were above the midpoint, at about the 5 out of 7 mark overall.
- Overall culture ratings improved slightly from 2012 to 2017. The work-life satisfaction scale improvement was significant.
- Faculty reported favorably on department culture and support of department chairs.
- Faculty are engaged in their jobs and committed to them.
- Among policies presented to them, faculty identified internal funding for research and a tenure clock stop policy as priorities.
- However, with the combined effort of the WLE, Faculty Senate, the Union Bargaining Team, and the administration, there is now paid parental leave available for faculty, which reduces/eliminates the need for a stop policy.

UWF Potential for Growth

- The NSF “leaky pipeline” from Assistant to Full Professor in the STEM is mirrored in this sample.
- Faculty perceptions of diversity climate differed by gender (lower for women), and have room for improvement.
- Specifically, women faculty perceive resource inequities and do not perceive gender or racial diversity as strategic priorities of the university.
- All dimensions of the culture have room for improvement, especially faculty perceptions of faculty governance.
- Employment opportunities for partners was the second highest rated priority for faculty, and employment assistance was rated highly as well.
- There is a need for childcare on-campus among teaching faculty, with many parents giving up after months on the waiting list.
- There is the possibility of applying for an NSF Institutional Transformation Grant to address these issues.

UWF Faculty Culture Strengths

Overall, mean scale ratings were above the midpoint, but have room for improvement.

Faculty reported favorably on department culture and support of department chairs.

Faculty perceptions of diversity climate differed by gender (lower for women), and have room for improvement. Specifically, faculty do not perceive gender or racial diversity as strategic priorities of the university.

Among policies presented to them, faculty identified internal funding for research and a tenure clock stop policy as priorities. There were gender differences in ratings of importance of many policies.

Faculty are engaged in their jobs and committed to them. Aspects of job satisfaction could be improved.

MILK & COOKIES



LACTATION ROOM OPEN HOUSE

WHEN

**April 8th
3pm-5pm**

WHERE

**John C. Pace Library
Room 322**

**A CELEBRATION
OF UWF AS A
FAMILY-
FRIENDLY
CULTURE!**

**ALL ARE
WELCOME!**

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INFORMATION
PLEASE CONTACT
ADVANCE@UWF.EDU**



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- Features:
 - Overview of ADVANCE Scholars
 - ADVANCE program and partners
 - ADVANCE activities and upcoming events
 - Information and application forms for grant proposals
- A copy of this presentation will be available on the ADVANCE website.



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<http://uwf.edu/advance/>

Thank you!
Questions?