

ADVANCE: WISE@OU Preliminary Survey Summary Report

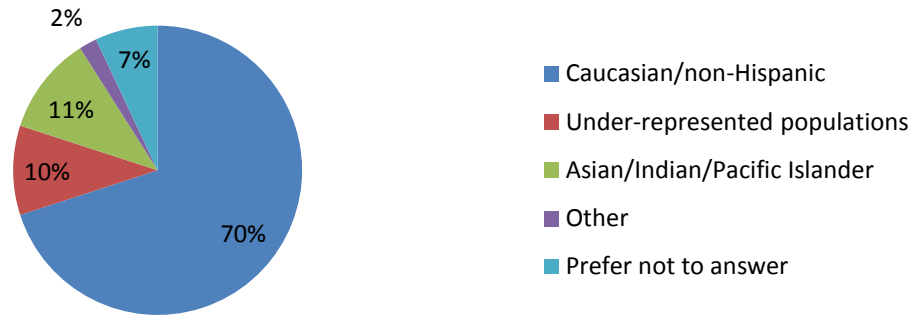
This preliminary summary report contains analysis for a subset of questions from the Climate Survey that was given to tenure-track and tenured faculty in the College of Arts and Sciences and the School of Engineering and Computer Science at Oakland University in April 2012. Questions not included in this summary were those in which qualitative comments were elicited. The survey was conducted by the Women in Science and Engineering at Oakland University (WISE@OU) program, which is funded by an NSF ADVANCE PAID grant (Award Number 1107072).

Although women and under-represented populations are the focus of this program, this general analysis compares responses from STEM faculty (from the science, math, or engineering departments) and non-STEM faculty (from the social sciences and humanities departments). STEM stands for Science, Technology, Engineering, and Mathematics.

About the respondents:

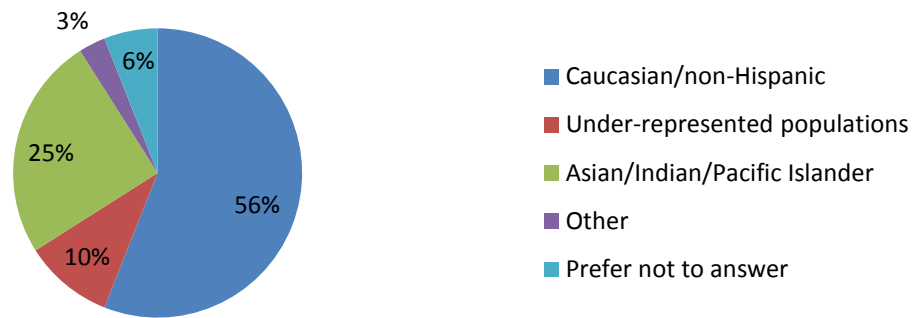
- Participation rate:
 - The survey was e-mailed to all tenure-track and tenured faculty in the College of Arts and Sciences and the School of Engineering and Computer Science. There was a 54% response rate, with 180 surveys completed.
 - 65 of STEM faculty and 105 of other faculty responded. 10 faculty did not indicate what school they were from. (NOTE: Not all faculty in these categories answered all the questions).
- Demographics:
 - Of all the respondents, 38% were Assistant Professors, 41% were Associate Professors, and 21% were Full Professors.
 - Of the STEM faculty who responded to the survey, 31% were Assistant Professors, 36% were Associate Professors, and 33% were Full Professors.
 - Of the non-STEM faculty who responded to the survey, 42% were Assistant Professors, 43% were Associate Professors, and 15% were Full Professors.
 - Of all the respondents, 56% were male and 44% were female.
 - Of STEM faculty who responded to the survey, 67% were male and 33% were female.
 - Of non-STEM faculty who responded to the survey, 49% were male and 51% were female.
 - The following pie charts show demographic information of the survey respondents by ethnicity. “Under-represented populations” include those respondents that identified themselves as Black/African American, Hispanic/Latino, or Native American/Alaskan Native.

Ethnicity - All Survey Respondents



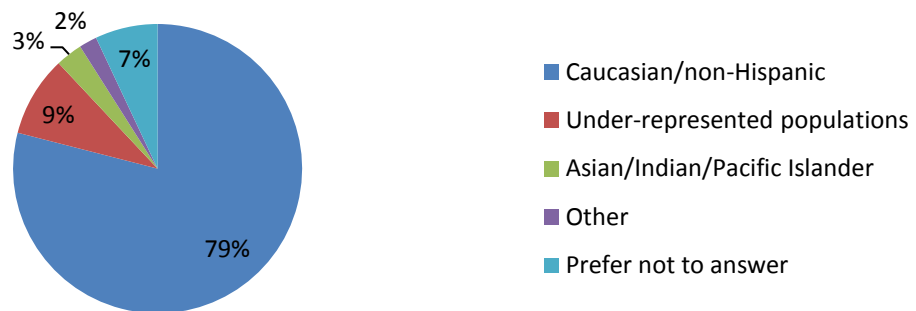
Note: 168 respondents.

Ethnicity - STEM Respondents



Note: 63 respondents.

Ethnicity - Non-STEM Respondents



Note: 105 respondents.

When reading these survey results, please consider the following:

- All questions were answered by tenure-track and tenured faculty of all ranks (Assistant Professor, Associate Professor, and Full Professor) unless otherwise indicated.
- For questions using a Likert scale, answers included:
 - Strongly Agree (SA),
 - Agree (A),
 - Neither Agree or Disagree (N),
 - Disagree (D),
 - Strongly Disagree (SD),
 - or Not Applicable (N/A).
- Each table column shows the percentage of respondents who answered for each option (out of the total faculty listed at the top of the table).
 - Example: 62 total faculty members from the STEM departments answered the question: “I was satisfied with the hiring process overall.” 35% of these STEM faculty selected Strongly Agree (SA) as their response to this question.
 - Percentages were calculated using Excel spreadsheets, which rounded results to the nearest full number.

The following topics are included in this preliminary summary report:

- The Hiring Process (page 3)
- The Tenure Process at OU (pages 4 – 5)
- Career Growth at OU (page 5 – 6)
- Grants and Research (pages 6 – 7)
- Departmental Environment (pages 7 – 8)
- Balancing Personal Life and Professional Life (page 9)
- Career Satisfaction at OU (page 9)

THE HIRING PROCESS

Agree/Disagree: I was satisfied with the hiring process overall.

All STEM Faculty (62 total responses)					
SA	A	N	D	SD	N/A
35%	48%	8%	5%	3%	0%

All Non-STEM Faculty (101 total responses)					
SA	A	N	D	SD	N/A
27%	53%	13%	6%	1%	0%

Agree/Disagree: I was able to successfully negotiate for what I needed.

All STEM Faculty (62 total responses)					
SA	A	N	D	SD	N/A
13%	40%	18%	16%	10%	3%

All Non-STEM Faculty (101 total responses)					
SA	A	N	D	SD	N/A
13%	24%	18%	26%	16%	4%

Agree/Disagree: I was satisfied with my start-up package at the time.

(Responses from Assistant Professors and Associate Professors only)

All STEM Faculty (41 total responses)					
SA	A	N	D	SD	N/A
20%	24%	24%	17%	12%	2%

All Non-STEM Faculty (86 total responses)					
SA	A	N	D	SD	N/A
13%	35%	15%	17%	13%	7%

THE TENURE PROCESS AT OU

Do you currently have tenure?

All STEM Faculty (62 total responses)	
Yes	No
66%	34%

All Non-STEM Faculty (100 total responses)	
Yes	No
56%	44%

Agree/Disagree: I was told about assistance available for pre-tenure/promotion faculty (e.g., workshops, mentoring).
(Responses from tenured Associate Professors and Full Professors only)

All STEM Faculty (41 total responses)					
SA	A	N	D	SD	N/A
5%	29%	20%	22%	22%	2%

All Non-STEM Faculty (58 total responses)					
SA	A	N	D	SD	N/A
3%	29%	16%	26%	22%	3%

Agree/Disagree: A senior colleague was very helpful to me as I worked towards tenure/promotion.
(Responses from tenured Associate Professors and Full Professors only)

All STEM Faculty (41 total responses)					
SA	A	N	D	SD	N/A
24%	29%	24%	7%	12%	2%

All Non-STEM Faculty (58 total responses)					
SA	A	N	D	SD	N/A
24%	38%	12%	14%	9%	3%

Agree/Disagree: I am satisfied with the current tenure/promotion process in my department or unit.
(Responses from tenured Associate Professors and Full Professors only)

All STEM Faculty (41 total responses)					
SA	A	N	D	SD	N/A
17%	41%	17%	15%	7%	2%

All Non-STEM Faculty (58 total responses)					
SA	A	N	D	SD	N/A
24%	34%	10%	21%	10%	0%

Agree/Disagree: I am satisfied with the current tenure/promotion process in my department or unit.
(Responses from untenured Assistant Professors only)

All STEM Faculty (20 total responses)					
SA	A	N	D	SD	N/A
15%	40%	30%	5%	5%	5%

All Non-STEM Faculty (41 total responses)					
SA	A	N	D	SD	N/A
12%	27%	24%	17%	20%	0%

Was stopping or rolling back the tenure clock available to the untenured in your department when you were pre-tenure? (Responses from tenured Associate Professors and Full Professors only)

All STEM Faculty (41 total responses)		
Yes	No	Don't Know
39%	22%	39%

All Non-STEM Faculty (58 total responses)		
Yes	No	Don't Know
21%	29%	50%

Is stopping or rolling back the tenure clock available to the untenured in your department?
(Responses from untenured Assistant Professors only)

All STEM Faculty (20 total responses)		
Yes	No	Don't Know
0%	10%	90%

All Non-STEM Faculty (40 total responses)		
Yes	No	Don't Know
25%	18%	58%

Would you have been interested in stopping or rolling back your tenure clock if it had been available?
(Responses from tenured Associate Professors and Full Professors only)

All STEM Faculty (41 total responses)	
Yes	No
17%	83%

All Non-STEM Faculty (57 total responses)	
Yes	No
18%	82%

CAREER GROWTH AT OU

How has your career progressed at OU compared to your expectations at the time of joining?

All STEM Faculty (61 total responses)		
Better	As Expected	Less Well
20%	48%	33%

All Non-STEM Faculty (102 total responses)		
Better	As Expected	Less Well
23%	55%	24%

How has your career at OU progressed compared to your peers?

All STEM Faculty (61 total responses)		
Better	Same	Worse
28%	61%	11%

All Non-STEM Faculty (100 total responses)		
Better	Same	Worse
25%	61%	14%

Agree/Disagree: I have colleagues or peers at OU who give me career advice or guidance when I need it.

All STEM Faculty (65 total responses)					
SA	A	N	D	SD	N/A
11%	43%	25%	9%	6%	6%

All Non-STEM Faculty (105 total responses)					
SA	A	N	D	SD	N/A
12%	48%	19%	11%	9%	1%

In the past 5 years, how many times did your chair/mentor, senior colleagues approach you with career advice?

All STEM Faculty (61 total responses)		
More than 5	2 to 5 times	Fewer than 2
21%	26%	52%

All Non-STEM Faculty (98 total responses)		
More than 5	2 to 5 times	Fewer than 2
19%	23%	57%

In the past 5 years, how many times did you initiate or participate in a career planning effort?

All STEM Faculty (62 total responses)		
More than 5	2 to 5 times	Fewer than 2
23%	29%	48%

All Non-STEM Faculty (95 total responses)		
More than 5	2 to 5 times	Fewer than 2
20%	36%	44%

Agree/Disagree: More professional development opportunities are needed.

All STEM Faculty (61 total responses)					
SA	A	N	D	SD	N/A
26%	38%	21%	11%	0%	3%

All Non-STEM Faculty (102 total responses)					
SA	A	N	D	SD	N/A
32%	30%	25%	10%	1%	2%

Agree/Disagree: More training in career management is needed.

All STEM Faculty (61 total responses)					
SA	A	N	D	SD	N/A
26%	38%	21%	11%	0%	3%

All Non-STEM Faculty (102 total responses)					
SA	A	N	D	SD	N/A
32%	30%	25%	10%	1%	2%

GRANTS AND RESEARCH

In the past 2 years, has your research been supported by an external grant on which you were either PI, co-PI or consultant?

All STEM Faculty (61 total responses)	
Yes	No
67%	33%

All Non-STEM Faculty (102 total responses)	
Yes	No
13%	87%

Agree/Disagree: More support is needed regarding the grant application process.

All STEM Faculty (58 total responses)					
SA	A	N	D	SD	N/A
38%	43%	16%	3%	0%	0%

All Non-STEM Faculty (60 total responses)					
SA	A	N	D	SD	N/A
25%	27%	12%	7%	0%	30%

Agree/Disagree: I have the equipment and supplies I need to adequately conduct my research.

All STEM Faculty (65 total responses)					
SA	A	N	D	SD	N/A
18%	51%	8%	15%	6%	2%

All Non-STEM Faculty (105 total responses)					
SA	A	N	D	SD	N/A
7%	42%	10%	26%	8%	8%

Agree/Disagree: I received reduced teaching or service responsibilities so I could build my research program.
(Responses from tenured Associate Professors and Full Professors only)

All STEM Faculty (41 total responses)					
SA	A	N	D	SD	N/A
10%	27%	10%	20%	29%	5%

All Non-STEM Faculty (58 total responses)					
SA	A	N	D	SD	N/A
5%	16%	7%	24%	43%	5%

Agree/Disagree: OU provides me potential for research collaboration.

All STEM Faculty (65 total responses)					
SA	A	N	D	SD	N/A
6%	42%	32%	11%	6%	3%

All Non-STEM Faculty (105 total responses)					
SA	A	N	D	SD	N/A
8%	27%	27%	15%	12%	11%

Agree/Disagree: More mentoring in research is needed.

All STEM Faculty (61 total responses)					
SA	A	N	D	SD	N/A
20%	39%	33%	3%	2%	3%

All Non-STEM Faculty (100 total responses)					
SA	A	N	D	SD	N/A
28%	39%	25%	6%	2%	0%

Agree/Disagree: I have sufficient office space in terms of quantity and quality.

All STEM Faculty (65 total responses)					
SA	A	N	D	SD	N/A
31%	45%	12%	8%	5%	0%

All Non-STEM Faculty (105 total responses)					
SA	A	N	D	SD	N/A
26%	47%	5%	13%	9%	1%

Agree/Disagree: I have sufficient laboratory space in terms of quantity and quality.

All STEM Faculty (64 total responses)					
SA	A	N	D	SD	N/A
14%	34%	11%	13%	6%	22%

All Non-STEM Faculty (105 total responses)					
SA	A	N	D	SD	N/A
5%	7%	2%	7%	12%	68%

Agree/Disagree: I have sufficient teaching support.

All STEM Faculty (65 total responses)					
SA	A	N	D	SD	N/A
8%	48%	23%	12%	5%	5%

All Non-STEM Faculty (105 total responses)					
SA	A	N	D	SD	N/A
9%	37%	24%	19%	11%	0%

In the past 5 years, have you successfully re-negotiated with OU or your department chair regarding your salary, summer support, lab resources, work space or reduction of teaching load for any reason, including an outside job offer?

All STEM Faculty (62 total responses)		
Yes	No	N/A
24%	42%	34%

All Non-STEM Faculty (101 total responses)		
Yes	No	N/A
10%	39%	51%

DEPARTMENTAL ENVIRONMENT

Agree/Disagree: I feel isolated at OU overall.

All STEM Faculty (62 responses total)					
SA	A	N	D	SD	N/A
6%	16%	19%	32%	24%	2%

All Non-STEM Faculty (101 responses)					
SA	A	N	D	SD	N/A
11%	23%	21%	28%	17%	1%

Agree/Disagree: I feel excluded from informal networks in my department.

All STEM Faculty (61 responses total)					
SA	A	N	D	SD	N/A
5%	13%	21%	39%	20%	2%

All Non-STEM Faculty (101 responses)					
SA	A	N	D	SD	N/A
14%	21%	17%	28%	19%	2%

Agree/Disagree: I feel like a full and equal participant in the problem-solving and decision-making in my department.

All STEM Faculty (62 responses total)					
SA	A	N	D	SD	N/A
19%	40%	21%	11%	6%	2%

All Non-STEM Faculty (101 responses)					
SA	A	N	D	SD	N/A
34%	31%	7%	16%	13%	0%

Agree/Disagree: I feel like I can voice my opinions openly in my department without fear of negative consequences.

All STEM Faculty (61 total responses)					
SA	A	N	D	SD	N/A
28%	39%	15%	8%	10%	0%

All Non-STEM Faculty (101 total responses)					
SA	A	N	D	SD	N/A
26%	29%	13%	14%	18%	1%

Agree/Disagree: I do a great deal of service that is not formally recognized by my department.

All STEM Faculty (61 total responses)					
SA	A	N	D	SD	N/A
18%	16%	26%	28%	10%	2%

All Non-STEM Faculty (100 total responses)					
SA	A	N	D	SD	N/A
20%	23%	15%	26%	10%	6%

Agree/Disagree: Female faculty are less likely than their male counterparts to have influence in departmental politics and administration.

All STEM Faculty (62 total responses)					
SA	A	N	D	SD	N/A
6%	21%	16%	31%	23%	3%

All Non-STEM Faculty (101 total responses)					
SA	A	N	D	SD	N/A
5%	13%	14%	26%	42%	1%

Agree/Disagree: My department has too few female faculty in leadership positions.

All STEM Faculty (62 total responses)					
SA	A	N	D	SD	N/A
11%	32%	23%	24%	6%	3%

All Non-STEM Faculty (105 total responses)					
SA	A	N	D	SD	N/A
8%	9%	14%	40%	30%	0%

Agree/Disagree: My department has too few under-represented faculty in leadership positions.

All STEM Faculty (60 total responses)					
SA	A	N	D	SD	N/A
12%	30%	32%	15%	2%	10%

All Non-STEM Faculty (104 total responses)					
SA	A	N	D	SD	N/A
25%	29%	20%	13%	4%	10%

Agree/Disagree: It is not uncommon for a female faculty member to present an idea and get no response, and then for a male faculty member to present the same idea and be acknowledged.

All STEM Faculty (62 total responses)					
SA	A	N	D	SD	N/A
6%	6%	27%	29%	27%	3%

All Non-STEM Faculty (101 total responses)					
SA	A	N	D	SD	N/A
5%	9%	13%	26%	46%	2%

Agree/Disagree: It is not uncommon for an under-represented faculty member to present an idea and get no response, and then for a majority faculty member to present the same idea and be acknowledged.

All STEM Faculty (60 total responses)					
SA	A	N	D	SD	N/A
2%	2%	25%	22%	25%	25%

All Non-STEM Faculty (104 total responses)					
SA	A	N	D	SD	N/A
5%	9%	13%	19%	27%	28%

BALANCING PERSONAL LIFE AND PROFESSIONAL LIFE

Note: These questions include analysis of male and female responses because of the focus of the grant.

Agree/Disagree: I often have to forgo personal activities (e.g., school events, community meeting) because of professional responsibilities.

All STEM Faculty (60 total responses)					
SA	A	N	D	SD	N/A
20%	37%	25%	18%	0%	0%
Male STEM Faculty (41 total responses)					
SA	A	N	D	SD	N/A
20%	29%	27%	24%	0%	0%
Female STEM Faculty (19 total responses)					
SA	A	N	D	SD	N/A
21%	53%	21%	5%	0%	0%

All Non-STEM Faculty (102 total responses)					
SA	A	N	D	SD	N/A
24%	40%	17%	7%	10%	2%
Male Non-STEM Faculty (50 total responses)					
SA	A	N	D	SD	N/A
16%	48%	16%	10%	8%	2%
Female Non-STEM Faculty (52 total responses)					
SA	A	N	D	SD	N/A
33%	33%	17%	4%	12%	2%

Agree/Disagree: Female faculty who have children are considered by department members to be less committed to their careers than females who do not have children.

All STEM Faculty (58 total responses)					
SA	A	N	D	SD	N/A
9%	12%	28%	28%	17%	7%
Male STEM Faculty (38 total responses)					
SA	A	N	D	SD	N/A
3%	11%	21%	34%	21%	11%
Female STEM Faculty (20 total responses)					
SA	A	N	D	SD	N/A
20%	15%	40%	15%	10%	0%

All Non-STEM Faculty (101 total responses)					
SA	A	N	D	SD	N/A
13%	10%	18%	25%	31%	4%
Male Non-STEM Faculty (50 total responses)					
SA	A	N	D	SD	N/A
2%	8%	14%	34%	34%	8%
Female Non-STEM Faculty (51 total responses)					
SA	A	N	D	SD	N/A
24%	12%	22%	16%	27%	0%

CAREER SATISFACTION AT OU

How satisfied or dissatisfied are you, in general, with your position at OU?

All STEM Faculty (65 total responses)				
Very Satisfied	Moderately Satisfied	Satisfied	Moderately Dissatisfied	Very Dissatisfied
(18)	(17)	(17)	(7)	(6)
28%	26%	26%	11%	9%

All Non-STEM Faculty (105 total responses)				
Very Satisfied	Moderately Satisfied	Satisfied	Moderately Dissatisfied	Very Dissatisfied
(22)	(35)	(16)	(24)	(8)
21%	33%	15%	23%	8%

Have you ever seriously considered leaving OU?

All STEM Faculty (65 total responses)			
Never	Slightly	Moderately	Seriously
(20)	(15)	(17)	(13)
31%	23%	26%	20%

All Non-STEM Faculty (105 total responses)			
Never	Slightly	Moderately	Seriously
(10)	(24)	(27)	(44)
10%	23%	26%	42%