

UAB ADVANCE

Fall 2007 Climate Survey Results (Reported by Evaluators on 2/28/2008)

During December of 2007 through February of 2008, a survey on work climate was distributed to faculty members in the Schools of Engineering, Social and Behavioral Sciences, and Natural Sciences and Mathematics. The purpose of this survey was to better understand the perceptions of faculty members about the recruitment and retention efforts of female faculty, the adequacy of resources and support, the usage of family friendly and ADVANCE sponsored programs, and the perception of promotion and tenure processes in their schools.

Demographics and Response Rate

A total of 113 faculty members responded to the survey. Twenty-two were from the School of Engineering (19.4% of the sample), 28 from the School of Natural Sciences and Mathematics (24.8%), 60 from the School of Social and Behavioral Sciences (53.1%) and there was a single respondent from the School of Finance, Economics and Quantitative Methods (0.9%). Two respondents (1.8%) did not report the school in which they worked.

The initial response rates per department were lower than anticipated for Engineering and Natural Sciences and Mathematics. Three separate distributions to faculty in all schools were conducted, and a final overall response rate of 44.5% was achieved. The School of Social and Behavioral Sciences had the largest response rate of 61%. The School of Engineering had a 31% rate and the School of Natural Sciences and Mathematics had a response rate of 33%.

In terms of gender, 63% of the respondents were male (n=71), and 35% of the respondents were female (n=40). Two respondents did not report their gender.

As can be seen in Table 1, thirty-two percent (n=35) of the sample were full professors, 32% (n=36) were associate professors, and 23% (n=26) were assistant professors. Eleven percent (n=12) were research associate professors (n=1), research assistant professors (n=2) or instructors (n=9). Four individuals did not indicate a rank, and two indicated rank of "other."

The Schools of Engineering and Natural Science and Mathematics had a larger percentage of full and associate professors who completed the survey than did the School of Social and Behavioral Sciences which had more assistant professors completing the survey. Consequently, fewer respondents from the school of social and behavioral sciences were tenured (55%) than in the other two schools (64% - Eng, 61% - NSM). For the total sample, 58% were tenured (n=65), 20% were tenure-track (n=23) and 20% were non-tenure track (n=23). As can be seen in Table 2 there was a large difference in the number of tenured male and female respondents. Of the male respondents, 65% were tenured, whereas, 45% of the female respondents were tenured.

Table 1: Respondent rank by school

		School Affiliation					
		Engineering		NSM		SBS	
		Count	Col %	Count	Col %	Count	Col %
Current Rank	Instructor	2	9.1%	3	10.7%	4	6.7%
	Research Assistant Professor			1	3.6%	1	1.7%
	Assistant Professor	4	18.2%	4	14.3%	17	28.3%
	Research Associate Professor					1	1.7%
	Associate Professor	6	27.3%	7	25.0%	21	35.0%
	Full Professor	8	36.4%	11	39.3%	16	26.7%
	Other	1	4.5%	1	3.6%		
	Missing	1	4.5%	1	3.6%		
Total		22	100.0%	28	100.0%	60	100.0%

Table 2. Respondent tenure status by gender

		Gender			
		Male		Female	
		Count	Col %	Count	Col %
Tenure Status	Non-Tenure Track	11	15.5%	12	30.0%
	Tenure Track	13	18.3%	9	22.5%
	Tenured	46	64.8%	18	45.0%
	Missing	1	1.4%	1	2.5%
Total		71	100.0%	40	100.0%

Recruitment and Retention of Women

Overall, 41% of the sample indicated that they were in a department that had an initiative to increase the number of women on faculty. This finding should be treated with some caution as it is possible that while respondents were aware of school and departmental efforts to increase the number of women faculty, they may not have felt that the efforts were a formal “initiative”. The use of the word “initiative”, with the formal connotations of the term may have inadvertently suppressed the number of positive responses to that item. The majority of respondents (97%) reported that there had been a faculty search within their department in the past five years, and 61% indicated that a female was hired. For those who indicated that a female was not hired, 12% felt that no qualified women applied for the position. When asked about their departments’ effort in recruiting qualified women, 64% agreed that their department made an effort to recruit qualified women, 71% agreed that their department made an effort to invite qualified women to campus interviews, and 58% agreed that their department has made competitive offers to hire qualified women. Further analyses revealed:

- 49% of males indicated that a department initiative to recruit women was in effect while only 25% of females said the same

- 17% of males indicated that no qualified women applied for positions in the past five years while only 3% of females agreed with that statement
- 68% of males agreed that their department had made an effort to recruit qualified women while 55% of females agreed
- 73% of males and 65% of women agreed that their department had made an effort to invite qualified women to interviews on campus
- 63% of males agreed that their department made competitive offers to qualified women while 45% of female respondents agreed

Male respondents were statistically more likely than female respondents to indicate that there was a department initiative to recruit women and that no qualified women had applied for positions in the past five years. Male respondents were statistically more likely than female respondents to agree that their departments had made competitive offers to qualified women.

Promotion and Tenure

Respondents were asked to assess the relative weight of teaching, research, and service in consideration of promotion and tenure at the department, school and university levels (Table 3). At the department level, the majority of respondents (93%) felt that research carried a high weight, teaching was described as carrying a moderate weight by most respondents (57%), and service was seen as carrying a low weight by the majority of respondents (51%) and a moderate weight by 43% of the respondents.

At the school level, research was seen as carrying a high weight by the majority of respondents (75%), with 51% indicating that teaching carried a moderate weight. Approximately the same number of respondents felt that service carried a moderate (44%) or a low (45%) weight.

At the university level, research was seen as carrying a high weight by the majority of respondents (73%), with teaching carrying a low (31%) or moderate (35%) weight by the majority of respondents. Service was seen as carrying a low (36%) or moderate (37%) weight by the majority of respondents.

Almost half of the respondents (47%) had served on a promotion and tenure committee.

Table 3. Majority of respondents' weighting of research, teaching, and service in tenure and promotion

	Department	School	University
Research	High	High	High
Teaching	Moderate	Moderate	Moderate/Low
Service	Moderate/Low	Moderate/Low	Moderate/Low

Statistically significant differences in gender were found for the following items:

- Females (31%) were more likely than males (17%) to indicate that teaching carried a low weight at the department level
- Males (55%) were more likely than females (33%) to have served on a promotion and tenure committee in the past five years

Faculty Development

A small number of respondents (27%) had received faculty development funds in the past five years, or a faculty development grant (24%). A majority (68%) had applied for external grants in the past five years, and received travel funds for presentations (66%).

Statistically significant differences in gender were found for the following items:

- Females (45%) were more likely than males (16%) to have received faculty development funds in the past five years
- Females (40%) were more likely than males (14%) to have applied for a faculty development grant in the past five years

Administration, Technical, and Research Support

A majority of respondents indicated that they had adequate secretarial support (65%) and adequate computer technical support (76%). Among respondents in departments that utilize teaching assistants (n=61), 71% indicated that they had the aide of a teaching assistant in the past five years. A majority of respondents (69%) indicated that they had sufficient access to library resources to support their research.

Of the 62 respondents who used laboratories, 82% felt that they had sufficient access to space and 75% had sufficient access to equipment.

Statistically significant differences in gender were found for the following items:

- Females (50%) were less likely to indicate that they had adequate secretarial support than males (72%)
- Of those respondents using lab equipment, females (61%) were less likely than males (81%) to indicate that they had sufficient access to equipment

Mentors and Collaborators

Slightly less than half (48%) of respondents indicated that they have been a faculty mentor within their school. A majority (73%) do not have a mentor at the school or university level.

Most respondents (75%) said that they had a colleague who they could talk or collaborate with in terms of specific research interests.

There were no gender differences in terms of access to mentors or collaborators.

Release Time

Forty-eight percent (48%) of respondents indicated that they had received release time in the past five years. The most common forms of release time received were course release (35%) and sabbatical (13%). When asked to describe the reasons female faculty had given for leaving their department in the past five years, most respondents indicated that those who had left had accepted a position at another university (22%) or because of retirement (13%). Only 12% of respondents indicated that they have taken a leave of absence under the Family and Medical Leave Act. A slight majority (52%) said that they were not aware of a UAB policy that allows faculty to extend the tenure earning period.

Statistically significant differences in gender were found for the following item:

- Females (20%) were more likely than males (7%) to have taken a leave of absence under the Family and Medical Leave Act

Family Friendly Program Awareness and Utilization

A majority of respondents were aware of three out of four family friendly programs: 68% aware of on-site childcare, 67% aware of the spouse/partner relocation program, and 74% aware of the employee assistance and counseling service. Only 44% of respondents were aware of the dependent care reimbursement program.

A small percentage of respondents actually participated in these programs. Only 4% used the on-site childcare facility, 6% took advantage of dependent care reimbursement, 4% utilized the spouse/partner relocation program, and 7% used employee assistance and counseling services.

Statistically significant differences in gender were found for the following item:

- Females (23%) were more likely to have utilized the spouse/partner relocation program than males (6%)

Sexual Harassment

The majority of respondents (93%) have never experienced sexual harassment at UAB. Of the respondents who have experienced sexual harassment (n=6), exactly half (50%) have experienced 3 or more incidents of sexual harassment.

Statistically significant differences in gender were found for the following item:

- Female respondents (8%) are more likely than male respondents (1%) to have experienced sexual harassment at UAB

UAB ADVANCE Programs

Table 4 summarizes the level of awareness of ADVANCE sponsored programs. Fifty percent or more of respondents were aware of four out of nine ADVANCE sponsored programs: Faculty research awards (79%), Lunch and Learn (53%), ADVANCE Mentoring Program (63%), ADVANCE Visiting Scholars Program (50%). Less than half of participants were aware of the other five ADVANCE sponsored programs: Fall 2004 ADVANCE Symposium (34%), Gender Equity Pilot Grant Program (35%), ADVANCE Scholar Program (43%), Chair Training Seminar (39%), and Speed Networking (31%). The level of awareness of ADVANCE sponsored programs was much higher for female respondents than for male respondents. More than half of the responding female faculty indicated awareness of all listed ADVANCE sponsored activities except for the 2004 ADVANCE Symposium (45%) and the Gender Equity Pilot Program (48%). Almost 90% of responding female faculty were aware of the Lunch and Learn programs.

Table 5 summarizes the level of self-reported participation in ADVANCE sponsored programs. None of the ADVANCE programs had greater than 30% of the respondents indicate participation in the programs. The programs with the largest level of participation were the Lunch and Learn program (30%), and the ADVANCE Mentoring Program (30%). The remaining seven programs had less than 20% of respondents participating: Fall 2004 ADVANCE Symposium (14%), Faculty Research Awards (19%), Gender Equity Pilot Grant Program (3%), ADVANCE Scholar Program (6%), Chair Training Seminar (12%), Speed Networking (9%), and the ADVANCE Visiting Scholars Program (13%). Female faculty reported much higher rates of participation in ADVANCE sponsored programs than males. Most notably, 70% of female respondents indicated that they had participated in Lunch and Learn programs and 43% indicated that they had participated in the Faculty Research Awards sponsored by ADVANCE.

Statistically significant differences in gender were found for the following item:

- Females were more likely than males to be aware of the following ADVANCE programs:

Table 4. Gender differences in awareness of ADVANCE programs

	Females Aware	Males Aware
Fall 2004 ADVANCE Symposium	45%	28%
Gender Equity Pilot Program	48%	27%
Lunch and Learn	88%	35%
Chair Training Seminar	53%	31%
ADVANCE Mentoring Program	73%	58%
Speed Networking	65%	13%
ADVANCE Visiting Scholars Program	65%	42%

- Females were more likely than males to have participated in the following ADVANCE programs:

Table 5. Gender differences in participation in ADVANCE programs

	Females Participating	Males Participating
Fall 2004 ADVANCE Symposium	23%	10%
Faculty Research Awards	43%	7%
Gender Equity Pilot Program	8%	0%
ADVANCE Scholar Program	18%	0%
Lunch and Learn	70%	9%
ADVANCE Mentoring Program	43%	24%
Speed Networking	23%	1%
ADVANCE Visiting Scholars Program	23%	9%