AdvanceVT
Faculty Work-Life Survey
Findings

Commission on Equal
Opportunity and Diversity
May 4, 2009
**AdvanceVT Overview**

- *AdvanceVT* began in 2003 with a five year grant from the National Science Foundation to increase the number and success of women faculty in the sciences and engineering.
- Focus of *AdvanceVT* is institutional transformation.
- Programs and policies designed to enable all faculty to achieve their potential.
- Virginia Tech is one of 39 universities nationwide to receive grants.
Survey Background

- Online questionnaire examined perceptions of university and departmental climate, leadership, work/life balance, productivity
- Most questions agree/disagree, 4 point scale
- Administered spring 2005 and fall 2008
- Focus on full-time instructional faculty
- Identify areas of significant difference between groups
  - Gender, tenure status, race/ethnicity, college, department
Survey Respondents

- 2005 survey
  - 810 tenured and tenure-track faculty, 59%
- 2008 survey
  - 700 tenured and tenure-track faculty, 53%

Comparisons of Respondents
- Similar in college, gender and ethnic breakdown
- Slightly higher proportion of pre-tenure faculty in 2008
Analyzing Survey Results

- Scales are clusters of related questions developed to identify major constructs; in this case, constructs related to faculty work-life and satisfaction.
- Conclusions based on groups of related items are more valid than responses to any single question.
- “Scale score”: Responses to individual questions in the scale are summed and a mean score derived for the scale.

Means 1 - 2

Means 3 - 4
Scale Score Means
2005 vs. 2008

Indicates statistically significant difference between 2005 and 2008 responses
2008 Differences by Gender

Indicates statistically significant difference between female and male in 2008 responses.
2008 Differences by Race/Ethnicity and Tenure Status

- **Ethnicity**
  - Caucasian faculty had significantly higher means than Hispanic faculty on all five scales.
  - Caucasian faculty had significantly higher means than Black faculty on work-life balance, job satisfaction, and diversity.
  - Caucasian and Asian/Pacific Islander faculty had no significant differences on any of the five scales.

- **Tenure Status**
  - Tenured faculty had significantly higher means than pre-tenure faculty on work-life balance.
Diversity Scale (9 Items)

- Measures faculty perceptions of equity and fair treatment regardless of race, gender, sexual orientation and disability.

- Sample items:
  - In general, the Virginia Tech campus is free of intimidation, harassment, and discrimination.
  - Faculty members are treated fairly regardless of gender.
  - There is accountability for racist behavior.
Diversity
Scale Score Means, 2005 vs. 2008

Indicates statistically significant difference between 2005 and 2008

Asian / Pacific Islander
- 2005: 2.93 (N=59)
- 2008: 3.01 (N=65)

Black
- 2005: 1.81 (N=21)
- 2008: 2.49 (N=21)

Caucasian
- 2005: 2.85 (N=713)
- 2008: 2.94 (N=593)

Hispanic
- 2005: 2.49 (N=16)
- 2008: 2.54 (N=19)
There are variations by race in perceptions of the university climate.

2008 Survey Responses

- I feel I fit in at Virginia Tech.
- There is accountability for racist behavior.
- Faculty are treated fairly regardless of race.
- Campus is free of intimidation, harassment, discrimination

Indicates statistically significant difference between Caucasian and non-Caucasian respondents.
There are significant differences by gender in perceptions of the university climate.

2008 Survey Responses

- ★ I feel I fit in at Virginia Tech.
  - Male: 79%
  - Female: 70%

- ★ There is accountability for sexist behavior.
  - Male: 77%
  - Female: 33%

- ★ Faculty are treated fairly regardless of gender.
  - Male: 79%
  - Female: 53%

- ★ Campus is free of intimidation, harassment, discrimination
  - Male: 79%
  - Female: 63%

 Indicates statistically significant difference between male and female respondents.
There are significant differences by race in some department climate items (2008).

<table>
<thead>
<tr>
<th>Questionnaire Items &amp; Percent Agree/Strongly Agree</th>
<th>White</th>
<th>Asian</th>
<th>Black</th>
<th>Hispanic</th>
</tr>
</thead>
<tbody>
<tr>
<td>2m. Other faculty in my department seem to know about policies or opportunities of which I am unaware.</td>
<td>29.4%</td>
<td>31.6%</td>
<td>66.7%</td>
<td>63.2%</td>
</tr>
<tr>
<td>2dd. My department is supportive of the success of faculty members of all races</td>
<td>92.3%</td>
<td>87.9%</td>
<td>80.0%</td>
<td>75.0%</td>
</tr>
<tr>
<td>2vv. Women and members of underrepresented groups are well represented among those who are nominated for awards</td>
<td>81.5%</td>
<td>80.4%</td>
<td>47.4%</td>
<td>46.7%</td>
</tr>
</tbody>
</table>
Regardless of race, views of department climate are relatively positive (2008).

<table>
<thead>
<tr>
<th>Questionnaire Items &amp; Percent Agree/Strongly Agree</th>
<th>White</th>
<th>Asian</th>
<th>Black</th>
<th>Hispanic</th>
</tr>
</thead>
<tbody>
<tr>
<td>2a. My department at Virginia Tech is a good place to work.</td>
<td>81.6%</td>
<td>87.7%</td>
<td>85.7%</td>
<td>79.0%</td>
</tr>
<tr>
<td>2g. I am treated with respect by other faculty members in my department.</td>
<td>83.0%</td>
<td>90.5%</td>
<td>76.2%</td>
<td>63.2%</td>
</tr>
<tr>
<td>2n. I am treated fairly by the administration in my department.</td>
<td>81.1%</td>
<td>83.1%</td>
<td>85.0%</td>
<td>77.8%</td>
</tr>
<tr>
<td>2v. I am recognized for the contributions I make to the department.</td>
<td>76.5%</td>
<td>76.6%</td>
<td>84.2%</td>
<td>66.7%</td>
</tr>
</tbody>
</table>

Differences are not statistically significant.
There are variations by race in job satisfaction and intent to leave.

2008 Survey Responses

- 6.1e Satisfied with job overall:
  - White: 79.2%
  - Asians: 66.7%
  - Black: 52.6%
  - Hispanic: 35.5%

- 6.2 Likely to leave in next two years:
  - White: 78.7%
  - Asians: 70.0%
  - Black: 70.6%
  - Hispanic: 37.9%
## 2005 vs. 2008 Comparison: Recruiting

<table>
<thead>
<tr>
<th>Indications of Effective Recruiting</th>
<th>2005</th>
<th>2008</th>
</tr>
</thead>
<tbody>
<tr>
<td>I have served on a search committee and</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Contacted a colleague outside of VT for help to identify women and minority candidates.</td>
<td>51.4%</td>
<td>56.3%</td>
</tr>
<tr>
<td>Encouraged a woman or minority candidate to apply for a position at VT.</td>
<td>67.6%</td>
<td>70.6%</td>
</tr>
<tr>
<td>Invited a woman or minority scholar to VT to give a talk as a pre-recruitment effort.</td>
<td>22.0%</td>
<td>24.2%</td>
</tr>
<tr>
<td>Asked to meet women or minority doctoral students when visiting other campuses.</td>
<td>14.4%</td>
<td>15.6%</td>
</tr>
<tr>
<td>Identified a woman or minority candidate at a conference or another professional setting.</td>
<td>45.8%</td>
<td>44.5%</td>
</tr>
</tbody>
</table>
## 2005 vs. 2008 Comparison: Changes in Perceptions of Diversity

<table>
<thead>
<tr>
<th>Statement</th>
<th>Percent strongly or somewhat agree</th>
<th>2005</th>
<th>2008</th>
</tr>
</thead>
<tbody>
<tr>
<td>1ff. I have participated in activities that promote diversity at Virginia Tech in the past year.</td>
<td></td>
<td>74.0%</td>
<td>80.2%</td>
</tr>
<tr>
<td>1jj. The recruitment of women and minority faculty members is a top priority at VT.</td>
<td></td>
<td>53.8%</td>
<td>55.5% w</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>58.1% m</td>
</tr>
<tr>
<td>2vv. Women and minorities are well-represented among those in my department who are nominated for awards and honors.</td>
<td></td>
<td>78.0%</td>
<td>79.4%</td>
</tr>
<tr>
<td>2ww. Faculty in my department are asked to document their participation in diversity initiatives.</td>
<td></td>
<td>37.0%</td>
<td>NA</td>
</tr>
<tr>
<td>2.1 Last year I reported at least one contribution to diversity on my annual faculty activity report.</td>
<td></td>
<td>NA</td>
<td>69.3%</td>
</tr>
</tbody>
</table>
Key Conclusions, 2008

- Perceptions of diversity were slightly but significantly more positive in 2008 than in 2005.

- Women, Blacks, and Hispanics generally have less positive views than men and Caucasian faculty.
More Information

- http://www.advance.vt.edu/Measuring_Progress/Faculty_Work_Life_Survey.html
Acknowledgements

- Dr. Elizabeth Creamer, Director of Assessment, AdvanceVT
- Leigh Harrell, AdvanceVT Graduate Fellow, Statistics Instructor
- Virginia Tech Graduate School
- AdvanceVT Leadership Team
- NSF HRD-0244916
  - Any opinions, findings, conclusions or recommendations expressed are those of the author(s) and do not necessarily reflect the views of the National Science Foundation.