

Table 1 - Gender Related University Climate Indicators by Gender and Race-Ethnicity

	faculty of color men				white men				faculty of color women				white women			
	science & engineering (n=27)†		social sciences (n=12)†		science & engineering (n=100)†		social sciences (n=52)†		science & engineering (n=24)†		social sciences (n=19)†		science & engineering (n=88)†		social sciences (n=43)†	
	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd
Disparaging comments about women	1.45	1.36	1.42	1.33	1.42 ^a	1.64	1.41 ^b	1.46	1.70	1.54	1.65	1.38	1.89 ^a	1.42	1.78 ^b	1.53
Disparaging comments about men	1.50	1.85	1.57	1.64	1.59	2.54	1.63	1.77	1.38	0.85	1.52	1.10	1.65	1.47	1.78	1.52
		%		%		%		%		%		%		%		%
Gender discrimination	6% ^a		8% ^b		6% ^c		4% ^d		48% ^a		57% ^b		42% ^c		37% ^d	
Unwanted sexual attention	6%		8%		4%		4%		4%		8%		10%		14%	
Individuals reporting others reported unwanted sexual attention	9%		9%		14%		18%		26%		40%		24%		26%	

†Ns vary slightly by item; Ns reported represent the maximum number of responses by group for the items in the table

^{abcd}Matching symbols identify groups that are significantly different from each other at the $p \leq 0.05$ level of significance

Table 2 - Race-Ethnicity Related University Climate Indicators by Gender and Race-Ethnicity

	faculty of color men				white men				faculty of color women				white women			
	science & engineering		social sciences		science & engineering		social sciences		science & engineering		social sciences		science & engineering		social sciences	
	(n=27)†		(n=12)†		(n=98)†		(n=52)†		(n=23)†		(n=22)†		(n=89)†		(n=44)†	
	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd
Disparaging comments about racial-ethnic minorities	1.35	1.19	1.49	1.61	1.32	1.49	1.39	1.23	1.64	1.24	1.82	1.28	1.39	0.98	1.49	1.15
	%		%		%		%		%		%		%		%	
Racial-ethnic discrimination	20% ^a		17%		2% ^a		4%		31% ^b		47% ^c		0% ^b		4% ^c	

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^{abc}Matching symbols identify groups that are significantly different from each other at the $p \leq .05$ level of significance

Table 3 - Department Climate by Gender and Race-Ethnicity

	faculty of color men				white men				faculty of color women				white women			
	science & engineering		social sciences		science & engineering		social sciences		science & engineering		social sciences		science & engineering		social sciences	
	(n=28)†		(n=12)†		(n=103)†		(n=52)†		(n=25)†		(n=18)†		(n=91)†		(n=47)†	
	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd
Overall climate	3.76 ^a	1.69	3.75	1.27	3.89 ^b	1.60	4.01 ^c	1.24	2.78 ^{ad}	1.26	3.25	1.17	3.36 ^{bd}	1.15	3.55 ^c	1.01
Climate for diversity:																
Tolerant climate	4.03 ^a	2.35	3.93	1.63	4.09 ^b	1.90	4.17 ^c	1.28	3.04 ^a	1.49	3.43	1.49	3.48 ^b	1.42	3.78 ^c	1.44
Gender egalitarian atmosphere	3.78 ^a	1.75	3.73 ^b	1.74	3.99 ^c	1.90	4.04 ^d	1.49	2.87 ^a	1.26	3.01 ^b	1.54	3.08 ^c	1.49	3.17 ^d	1.29
Tokenism	2.16 ^{ac}	3.24	2.36	2.05	1.64 ^{bc}	2.34	1.72	2.57	3.55 ^{ad}	1.75	3.00 ^e	2.16	2.72 ^{bd}	2.09	1.92 ^e	1.73
Department chair committed to racial-ethnic diversity	3.93 ^a	3.34	4.17	2.05	3.95	2.58	4.33	2.13	2.51 ^{ab}	2.09	3.62	1.86	3.75 ^b	1.62	3.89	1.60
General climate:																
Positive climate	3.58 ^a	2.90	3.81	1.26	3.78 ^b	2.39	3.67	2.06	2.90 ^a	1.49	3.19	1.59	3.36 ^b	1.83	3.25	1.67
Scholarly isolation	2.08 ^a	1.92	2.35	1.80	1.97 ^b	2.25	1.89 ^c	1.82	2.61 ^a	1.58	2.53	1.40	2.33 ^b	1.37	2.46 ^c	1.55
Felt surveillance	2.32 ^a	2.80	2.94	1.71	2.33 ^b	2.88	2.20 ^c	1.92	3.38 ^a	1.53	3.07	1.44	2.87 ^b	1.60	2.73 ^c	1.59
Department chair as fair	3.61 ^a	2.87	3.83	1.53	3.69 ^b	2.55	3.98 ^c	2.22	2.57 ^{ad}	1.86	3.46	1.79	3.34 ^{bd}	1.82	3.48 ^c	1.56
Department chair creates positive environment	3.45 ^a	2.60	3.93	1.51	3.50	2.96	3.78	2.50	2.58 ^{ab}	1.92	3.12	2.02	3.32 ^b	1.91	3.40	1.63

†Ns vary slightly by item; Ns reported represent the maximum number of responses by group for the items in the table

^{abcde} Matching symbols identify groups that are significantly different from each other at the p<.05 level of significance

Table 4 - Career Satisfaction by Gender and Race-Ethnicity

	faculty of color men				white men				faculty of color women				white women			
	science & engineering		social sciences		science & engineering		social sciences		science & engineering		social sciences		science & engineering		social sciences	
	(n=28)†		(n=12)†		(n=103)†		(n=52)†		(n=25)†		(n=18)†		(n=91)†		(n=48)†	
	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd
Overall career satisfaction	3.85 ^a	1.89	3.76	1.59	3.88 ^b	2.04	3.99	1.59	3.30 ^a	1.42	3.55	0.83	3.56 ^b	1.39	3.68	1.14
Opportunity to collaborate with other faculty	4.27	2.49	3.92	2.41	4.38 ^a	2.87	4.28	2.45	4.02	1.68	3.68	1.90	3.94 ^a	2.30	4.02	1.89
Amount of social interaction with members of department/unit	3.82 ^a	3.15	3.75	2.95	3.74 ^b	2.98	3.84	2.97	2.72 ^a	2.30	3.24	2.18	3.18 ^b	2.18	3.48	2.00
Level of funding for research or creative efforts	3.07	3.73	3.84	2.12	3.42	3.71	3.62	3.15	3.44	2.42	3.08	2.29	3.34	2.07	3.59	1.86
Current salary in comparison with the salaries of UM colleagues	3.24	3.42	2.92	3.00	3.64	3.54	3.32	3.21	2.67	2.05	2.80	2.41	3.31	2.29	2.97	2.22
Ability to attract students to work with me	4.00	2.94	3.90	2.25	3.76	3.52	3.93	2.73	3.50	1.95	3.28	2.25	3.44	2.18	3.71	2.16
Sense of being valued as a teacher by students	4.28	2.12	4.15	1.95	4.18	2.50	4.40	2.21	3.85	2.16	4.43	0.97	4.06	1.76	4.25	1.48
Sense of being valued as a mentor or advisor by students	4.36	2.11	4.58	1.40	4.46	2.24	4.51	1.79	4.07	2.04	4.68	0.94	4.25	1.60	4.61	1.19
Sense of being valued for my teaching by members of department/unit	3.91 ^a	2.67	3.59	2.60	3.67	3.20	3.96	2.46	2.82 ^{ab}	1.93	3.56	1.40	3.54 ^b	2.07	3.59	2.00
Sense of being valued for research, scholarship, or creativity by members of department/unit	3.78 ^a	3.35	4.01	2.15	3.72	3.44	4.19	2.43	2.88 ^a	2.61	3.26	2.07	3.40	2.20	3.62	2.01
Level of intellectual stimulation in day-to-day contacts with faculty colleagues	3.79 ^a	3.00	3.67	2.55	3.92 ^b	3.31	4.12 ^c	2.67	2.97 ^a	2.29	3.20	2.34	3.52 ^b	2.24	3.27 ^c	2.09
Sense of contributing to theoretical developments in my discipline	4.16	2.40	3.75	2.70	4.20 ^a	2.55	4.21	2.29	4.11	1.79	4.34	1.38	3.84 ^a	1.92	4.26	1.42
Balance between professional and personal life	3.50 ^a	3.03	3.03	2.63	3.48	3.74	3.52 ^b	2.80	2.74 ^a	2.11	3.13	2.07	3.01	2.30	2.80 ^b	2.05

†Ns vary slightly by item; Ns reported represent the maximum number of responses by group for the items in the table

^{abc}Matching symbols identify groups that are significantly different from each other at the $p < .05$ level of significance

Table 5 - Overall Satisfaction and Desire to Leave UM by Gender and Race-Ethnicity

	faculty of color men				white men				faculty of color women				white women			
	science & engineering (n=28)†		social sciences (n=12)†		science & engineering (n=103)†		social sciences (n=53)†		science & engineering (n=25)†		social sciences (n=18)†		science & engineering (n=91)†		social sciences (n=47)†	
	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd
Overall satisfaction	3.79	2.09	3.20 ^a	2.24	3.91	3.28	4.14 ^a	2.13	3.18	1.93	3.11	1.82	3.50	2.07	3.60	1.51
Want to leave	2.83	3.46	2.95	1.69	2.85	3.42	2.80	2.77	3.51	1.80	3.53	1.79	3.27	2.06	3.36	1.83

†Ns vary slightly by item; Ns reported represent the maximum number of responses by group for the items in the table

^aMatching symbols identify groups that are significantly different from each other at the $p \leq .05$ level of significance

*Assessing the Academic Work Environment for Science and Engineering and Social Science Faculty at the University of Michigan in 2006:
Gender, Race, and Discipline in Department- and University-Related Climate Factors*

Table 6 - Correlations of Overall Satisfaction and Wanting to Leave UM with Climate and Career Satisfaction Indicators								
	overall satisfaction				want to leave UM			
	white men	white women	men of color	women of color	white men	white women	men of color	women of color
	n=107	n=91	n=28	n=26	n=107	n=91	n=28	n=26
Science and Engineering								
Overall career satisfaction	0.69 ***	0.60 ***	0.48 **	0.76 ***	-0.48 ***	-0.43 ***	-0.29	-0.39
Overall climate	0.55 ***	0.60 ***	0.47 **	0.72 ***	-0.48 ***	-0.54 ***	-0.55 **	-0.62 ***
Disparaging comments about women	-0.07	-0.13	0.09	-0.48 *	-0.02	0.21 *	0.15	0.41 *
Disparaging comments about men	-0.12	0.01	0.01	-0.16	0.08	0.18	0.20	0.02
Disparaging comments about racial-ethnic minorities	-0.22 *	0.01	-0.12	-0.08	0.22 *	0.07	0.40 *	0.27
Unwanted sexual attention	0.08	-0.08	0.04	-0.07	0.08	0.19	0.00	0.09
Gender discrimination	-0.02	-0.23 *	0.08	-0.01	-0.04	0.22 *	-0.17	0.27
Racial-ethnic discrimination	0.04		-0.38 *	-0.11	-0.02		0.18	0.35
Social Science								
	overall satisfaction				want to leave UM			
	white men	white women	men of color	women of color	white men	white women	men of color	women of color
	n=54	n=47	n=11	n=19	n=53	n=47	n=12	n=19
Overall career satisfaction	0.64 ***	0.61 ***	0.68 *	0.42	-0.57 ***	-0.43 **	-0.83 **	-0.52 *
Overall climate	0.49 ***	0.62 ***	0.36	0.36	-0.34 *	-0.48 ***	-0.58	-0.52 *
Disparaging comments about women	-0.35 **	-0.23	-0.17	-0.09	0.29 *	0.26	0.30	0.59 **
Disparaging comments about men	-0.10	-0.09	-0.48	0.06	0.24	0.08	0.38	0.39
Disparaging comments about racial-ethnic minorities	-0.24	-0.14	-0.52	-0.10	0.27	0.02	0.58	0.47 *
Unwanted sexual attention	0.07	-0.03	-0.64	0.15	0.02	0.22	0.59	-0.10
Gender discrimination	-0.25	-0.07	0.24	-0.52 *	0.25	0.34 *	0.02	0.69 ***
Racial-ethnic discrimination	-0.22	-0.02	-0.60	0.37	0.30 *	0.25	0.46	-0.04

†Ns vary slightly by item; Ns reported represent the maximum number of responses by group for the items in the table

Note: Ns vary slightly by item
*p<.05, **p<.01, ***p<.001