

ADVANCE Program at the University of Michigan

This complete set of tables, including standard deviations, reports on items discussed in ***Assessing the Academic Work Environment for Science and Engineering Faculty at the University of Michigan in 2001 and 2006: Gender and Race in Retention-Relevant Career Experiences.***

Table of Contents

Family Demographics	1
Satisfaction with Resources	1
Service	2
Felt Influence	2
Recognition	3
Correlations with Overall Job Satisfaction	4

<http://sitemaker.umich.edu/advance/faculty-climate>

Assessing the Academic Work Environment for Science and Engineering Faculty at the University of Michigan in 2001 and 2006:
Gender and Race in Retention-Relevant Career Experiences

Family Demographics																
	faculty of color men				white men				faculty of color women				white women			
	T1		T2		T1		T2		T1		T2		T1		T2	
	(n=24)†		(n=28)†		(n=70)†		(n=107)†		(n=17)†		(n=26)†		(n=106)†		(n=91)†	
	%		%		%		%		%		%		%		%	
Single with children	6%		0%		0%		2%		7%		11%		6%		5%	
Partner, no children	8%		14%		11%		14%		20%		3%		14%		14%	
Partner and children	80%		86%		86% ^a		80%		73%		82%		66% ^a		72%	
Single, no children	6%		0%		3%		4%		0%		4%		14%		10%	
Partner is employed full-time	32% ^a		58% ^b		37% ^c		49% ^d		86% ^a		84% ^b		65% ^c		71% ^d	
Partner employed as faculty versus other employment at UM	13%		45%		14% ^a		42% ^b *		31%		70%		30% ^a		79% ^b *	
	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd
Family responsibility	1.25	0.98	1.74 ^a	1.06 *	1.19 ^b	1.00	1.48 ^{ac}	1.39 *	1.53	0.42	1.83	0.83	1.38 ^b	0.40	1.68 ^c	0.80 *

†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≤.05 level of significance
 *Symbol represents significant differences – comparing time 1 and time 2 – within groups at the p≤.05 level of significance

Satisfaction with Resources																
	faculty of color men				white men				faculty of color women				white women			
	T1		T2		T1		T2		T1		T2		T1		T2	
	(n=24)†		(n=28)†		(n=68)†		(n=106)†		(n=15)†		(n=26)†		(n=103)†		(n=90)†	
	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd
Overall satisfaction with resources	3.08 ^a	2.65	3.99	2.22 *	3.72 ^a	4.17	3.94	3.37	3.20	2.56	3.82	1.37	3.53	1.36	3.84	1.63
Individual items:																
Satisfaction with office space	3.50	4.15	4.25	2.91 *	3.87	5.51	4.08	4.09	3.51	2.51	4.26	1.63	3.79	1.95	4.14	2.13
Satisfaction with research space	2.35 ^a	2.93	4.04	2.81 *	3.44 ^a	5.80	3.65	4.54	2.95	2.89	3.73	2.24	3.39	1.99	3.66	2.32
Satisfaction with computer equipment	3.55	3.53	3.83	2.66	3.81	4.86	3.94	4.12	3.70	2.85	3.73	1.87	3.50	1.80	3.77	2.14
Satisfaction with lab equipment	3.64	3.34	3.52	3.11	3.82	4.77	3.72	4.24	3.39	2.54	3.72	1.34	3.52	1.90	3.85	1.96
Satisfaction with vendor service	2.78 ^a	2.68	3.73	2.96 *	3.40 ^a	3.94	3.71	3.21 *	3.23	2.39	3.34	1.92	3.36	1.59	3.70	1.84

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Service																
	faculty of color men				white men				faculty of color women				white women			
	T1		T2		T1		T2		T1		T2		T1		T2	
	(n=24)†		(n=28)†		(n=69)†		(n=107)†		(n=17)†		(n=26)†		(n=104)†		(n=90)†	
	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd
Number of committees served on in a typical year	3.20	5.07	2.69	4.33	3.13 ^a	10.53	3.59	8.75	2.87	3.30	2.22	1.98	4.11 ^a	3.50	3.51	3.57
Number of committees chaired in a typical year	0.72	2.36	0.86	1.36	0.72	3.46	1.39	3.68 [*]	0.69	1.98	0.34	0.91	0.84	1.21	0.89	1.73
How willing are you to take on time-consuming service tasks?	3.29	3.31	3.18	3.39	3.28	4.33	3.56	3.55 [*]	3.27	2.49	3.34	1.84	3.45	1.52	3.53	2.23
How important to you is having a department or college leadership position	2.95	3.76	2.76	3.95	2.78 ^a	5.58	2.86	4.30	2.97	2.97	3.17	2.25	3.30 ^a	1.80	2.93	2.38
	%		%		%		%		%		%		%		%	
Have you ever been asked to serve as a department chair	45%		31%		44%		44%		36%		29%		48%		37%	
Have you ever served as a department chair	45%		28%		44%		42%		31%		27%		47%		33%	

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

^{*}Symbol represents significant differences – comparing time 1 and time 2 – within groups at the $p \leq .05$ level of significance

Felt Influence																
	faculty of color men				white men				faculty of color women				white women			
	T1		T2		T1		T2		T1		T2		T1		T2	
	(n=24)†		(n=28)†		(n=70)†		(n=103)†		(n=15)†		(n=24)†		(n=106)†		(n=89)†	
	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd
Felt influence over faculty matters	2.38 ^a	2.90	2.34	2.46	2.42	4.03	2.58	3.10	1.55 ^{ab}	1.20	1.82 ^c	1.46	2.60 ^b	1.43	2.56 ^c	1.75
Felt influence over educational matters	3.40 ^a	1.65	3.26 ^b	2.69	3.01	4.33	3.17	3.45	1.87 ^{ac}	1.58	2.38 ^{bd}	2.28	3.30 ^c	1.45	3.13 ^d	1.64
Felt influence over resource allocations	2.27	2.32	2.23	2.60	2.41	3.74	2.37	3.06	2.06	2.06	1.65	1.25	2.39	1.27	2.26	1.42
Felt influence over unit's climate/culture	2.83	3.33	2.69 ^a	2.99	2.99	4.33	2.95	3.31	1.92	1.97	1.93 ^a	1.61	2.81	1.40	2.61	1.84

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Recognition																
	faculty of color men				white men				faculty of color women				white women			
	T1		T2		T1		T2		T1		T2		T1		T2	
	(n=24)†		(n=28)†		(n=69)†		(n=104)†		(n=16)†		(n=26)†		(n=102)†		(n=87)†	
	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd
Department failed to nominate for qualified award	1.70	2.07	2.12 ^a	1.36	1.91	2.69	1.90 ^a	2.16	2.00	0.99	2.18	1.14	1.86	0.90	1.80	1.15
	%		%		%		%		%		%		%		%	
Nominated for research award	35% ^a		32% ^b		31%		38%		0% ^{ac}		22% ^{bd} *		32% ^c		29% ^d	
Nominated for teaching award	40% ^a		28% ^b		40%		37%		0% ^{ac}		10% ^{bd} *		31% ^c		25% ^d	
Nominated for service award	23% ^a		12% ^b		9% ^a		15% ^{bc}		10%		9%		14%		13% ^c	

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*Symbol represents significant differences – comparing time 1 and time 2 – within groups at the p≤.05 level of significance

Correlations with Overall Job Satisfaction										
	white male faculty scientists & engineers		white female faculty scientists & engineers		male faculty of color scientists & engineers		female faculty of color scientists & engineers			
	T1 n=68	T2 n=107	T1 n=103	T2 n=91	T1 n=24	T2 n=28	T1 n=17	T2 n=26		
Family responsibility	-0.41 ***	0.17	0.25 **	0.14	0.20	0.10	-0.18	0.05		
Overall satisfaction with resources	0.24 *	0.39 ***	0.39 ***	0.34 ***	0.31	0.55 **	0.58 *	0.58 **		
Number of committees served on in a typical year	0.22	0.27 **	0.00	0.03	-0.02	0.51 **	-0.08	0.14		
Felt influence over educational matters	0.27 *	0.51 ***	0.43 ***	0.40 ***	0.43 *	0.18	0.39	0.38		
Felt influence over faculty matters	0.23	0.45 ***	0.43 ***	0.34 ***	0.34	0.09	0.26	0.32		
Felt influence over resource allocations	0.18	0.43 ***	0.41 ***	0.27 **	0.27	-0.19	0.67 **	0.31		
Felt influence over unit's climate/culture	0.39 ***	0.52 ***	0.45 ***	0.48 ***	0.44 *	0.32	0.52	0.53 **		
Department failed to nominated for qualified award	-0.20	-0.25 **	-0.29 **	-0.35 ***	-0.65 ***	-0.31	-0.30	-0.41 *		
Nominated for teaching award	0.14	-0.02	0.01	-0.01	-0.27	0.16		-0.04		
Nominated for research award	-0.01	0.26 **	0.04	0.22 *	-0.19	0.10		-0.07		
Nominated for service award	-0.04	0.03	-0.11	-0.05	0.09	0.45 *	-0.02	-0.14		

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

*** p-value≤0.001

**0.001<p-value≤0.01

*0.01<p-value≤0.05