

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 and Social Science Faculty at the University of Michigan in 2006: Gender, Race, and Discipline in Retention-Relevant Career Experiences.***

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

Family Responsibility by Gender									
	scientists and engineers				social scientists				
	faculty of color		white		faculty of color		white		
	(n=28)†		(n=103)†		(n=12)†		(n=53)†		
	mean	sd	mean	sd	mean	sd	mean	sd	
Male faculty	4.24	5.17	3.40	6.17	4.08	6.02	3.14	5.44	
	(n=25)†		(n=91)†		(n=18)†		(n=47)†		
Female faculty	4.90	4.11	4.54	4.64	5.12	4.66	4.47	4.17	

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

Family Responsibility by Race-Ethnicity									
	scientists and engineers				social scientists				
	men		women		men		women		
	(n=103)†		(n=91)†		(n=53)†		(n=47)†		
	mean	sd	mean	sd	mean	sd	mean	sd	
White faculty	3.40	6.17	4.54	4.64 *	3.14	5.44	4.47	4.17 *	
	(n=28)†		(n=25)†		(n=12)†		(n=18)†		
Faculty of color	4.24	5.17	4.90	4.11	4.08	6.02	5.12	4.66	

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

*Symbol represents significant differences – comparing men and women – within groups at the p<.05 level of significance

Felt Influence																
	scientists and engineers				social scientists				scientists and engineers				social scientists			
	faculty of color men		white men		faculty of color men		white men		faculty of color women		white women		faculty of color women		white women	
	(n=28)†		(n=98)†		(n=12)†		(n=53)†		(n=23)†		(n=89)†		(n=18)†		(n=47)†	
	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd
Felt influence over educational matters	3.26 ^a	2.67	3.13	3.25	3.01	1.25	3.02	2.00	2.50 ^a	2.11	3.11	1.62	2.64	1.32	3.07	1.56
Felt influence over faculty matters	2.34	2.45	2.55	2.97	2.69	1.78	2.77	2.03	1.89	1.46	2.55	1.73 [*]	2.42	1.16	2.53	1.48
Felt influence over resource allocations	2.24	2.57	2.38	2.96	2.55	1.99	2.49	2.20	1.69	1.21	2.25	1.41	2.03	1.34	2.05	1.14
Felt influence over unit's climate/culture	2.70 ^a	2.98	2.93	3.14	2.62	1.88	3.01 ^b	2.36	2.05 ^a	1.53	2.60	1.82	2.18	1.22	2.36 ^b	1.59
	%		%		%		%		%		%		%		%	
Do you feel you have been excluded from participating in important decision-making committees	40%		28%		8%		18%		45%		31%		27%		23%	

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

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

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

Recognition								
	scientists and engineers		social scientists		scientists and engineers		social scientists	
	faculty of color men	white men	faculty of color men	white men	faculty of color women	white women	faculty of color women	white women
	(n=28)†	(n=107)†	(n=12)†	(n=54)†	(n=26)†	(n=88)†	(n=18)†	(n=46)†
	%	%	%	%	%	%	%	%
Nominated for teaching award	27%	36%	25%	31%	12%	25%	18%	31%
Nominated for research award	32%	37%	18% ^a	26%	25%	30%	0% ^a	26% [*]
Nominated for service award	12%	16%	18%	9%	10%	14%	33%	11%
Dept failed to nominate for appropriate award	18%	21%	0%	9%	28%	13%	14%	17%

†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

^{*}Symbol represents significant differences – comparing faculty of color and white faculty – within groups 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 Retention-Relevant Career Experiences*

Service																
	scientists and engineers				social scientists				scientists and engineers				social scientists			
	faculty of color men		white men		faculty of color men		white men		faculty of color women		white women		faculty of color women		white women	
	(n=28) [†]		(n=103) [†]		(n=12) [†]		(n=53) [†]		(n=25) [†]		(n=89) [†]		(n=18) [†]		(n=46) [†]	
	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	2.69	4.31	3.46	7.81	3.14	5.04	3.62	5.54	2.36	1.94	3.53	3.57	2.92	1.06	3.25	2.00
Number of committees chaired in a typical year	0.87	1.34	1.31	3.16	0.65	1.71	1.24	2.45	0.42	0.88	0.89	1.71	0.53	1.08	0.93	1.45
How willing are you to take on time-consuming service tasks?	3.18	3.36	3.54	3.36	3.01	2.36	3.56	2.43	3.31	1.72	3.52	2.21	3.27	2.19	3.59	1.59

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

*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 Retention-Relevant Career Experiences*

Satisfaction with Resources																
	scientists and engineers				social scientists				scientists and engineers				social scientists			
	faculty of color men		white men		faculty of color men		white men		faculty of color women		white women		faculty of color women		white women	
	(n=28)†		(n=103)†		(n=12)†		(n=52)†		(n=25)†		(n=90)†		(n=18)†		(n=47)†	
	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd
Amount of space	705.19	1725.45	827.94	2322.77	277.16	500.17	274.82	455.23	998.43	2540.49	1024.70	2162.01	457.01	1385.03	794.16	3005.24
Satisfaction with space	4.05	1.78	3.91	2.90	3.78	1.66	4.07	2.19	3.67	1.25	3.82	1.41	3.46	1.84	3.63	1.57

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

Correlations with Job Satisfaction									
	total sample n=402	scientists & engineers				social scientists			
		white men n=112	white women n=95	faculty of color men n=29	faculty of color women n=26	white men n=58	white women n=50	faculty of color men n=12	faculty of color women n=20
Number of committees served on in a typical year	0.21 ***	0.27 **	0.04	0.52 **	0.18	0.16	-0.14	0.16	-0.33
Family responsibility	0.02	0.11	0.05	-0.22	0.03	0.04	0.08	-0.47	0.23
Overall satisfaction with resources	0.38 ***	0.38 ***	0.44 ***	0.54 **	0.63 ***	0.24	0.27	0.23	0.31
Felt influence over unit's climate/culture	0.46 ***	0.52 ***	0.47 ***	0.32	0.58 **	0.40 **	0.32 *	0.00	-0.07
Felt influence over educational matters	0.30 ***	0.51 ***	0.37 ***	0.15	0.34	0.35 **	0.23	0.61	0.08
Felt influence over faculty matters	0.35 ***	0.45 ***	0.34 ***	0.09	0.32	0.24	0.29 *	0.63 *	0.42
Felt influence over resource allocations	0.36 ***	0.45 ***	0.27 **	-0.19	0.35	0.29 *	0.45 **	0.14	0.47 *
Department failed to nominated for qualified award	-0.19 ***	-0.19 *	-0.25 *	-0.10	-0.17	-0.10	-0.08	-0.16	-0.37

Correlations with Intention to Leave									
	total sample n=402	scientists & engineers				social scientists			
		white men n=112	white women n=95	faculty of color men n=29	faculty of color women n=26	white men n=58	white women n=50	faculty of color men n=12	faculty of color women n=20
Number of committees served on in a typical year	-0.09	-0.17	0.08	-0.33	-0.32	0.04	0.15	-0.52	0.29
Family responsibility	-0.02	0.00	-0.11	-0.13	-0.03	-0.04	-0.09	-0.02	0.21
Overall satisfaction with resources	-0.30 ***	-0.34 ***	-0.37 ***	-0.43 *	-0.31	-0.05	-0.13	-0.25	0.09
Felt influence over unit's climate/culture	-0.36 ***	-0.40 ***	-0.31 **	-0.53 **	-0.52 **	-0.12	-0.48 ***	-0.21	-0.11
Felt influence over educational matters	-0.32 ***	-0.41 ***	-0.30 **	-0.30	-0.43 *	-0.17	-0.39 **	-0.61	-0.33
Felt influence over faculty matters	-0.25 ***	-0.33 ***	-0.33 ***	-0.20	-0.32	-0.14	-0.27	-0.51	-0.59 **
Felt influence over resource allocations	-0.22 ***	-0.24 *	-0.28 **	0.04	-0.44 *	-0.12	-0.31 *	-0.17	-0.13
Department failed to nominated for qualified award	0.09	0.02	0.14	0.15	0.17	0.24	0.12	0.27	0.47 *

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

*** p-values≤0.001

**0.001<p-values≤0.01

*0.01<p-values≤0.05

Regression Model: Career Experiences Predicting Job Satisfaction					
Overall Job Satisfaction	unstandardized coefficient				
	total sample	men	women	white	minority
Sex	-0.206			-0.211	0.036
Race	-0.058	-0.091	-0.034		
Discipline	-0.109	-0.055	-0.277	-0.223	0.446
Experience	0.057	0.005	0.304	0.080	-0.067
Family responsibility	0.018	0.005	0.042	0.045	-0.098
Satisfaction with resources	0.351 ***	0.330 ***	0.392 ***	0.299 ***	0.488 ***
Committee service	0.334 *	0.082 **	-0.001	0.057 *	0.069
Influence-department climate	0.203 ***	0.271 ***	0.300 ***	0.329 ***	0.111
Not nominated for an award	-0.205 *	-0.147	-0.406 **	-0.190	-0.412 *

Regression Model: Career Experiences Predicting Intention to Leave					
Intention to Leave	unstandardized coefficient				
	total sample	men	women	white	minority
Sex	0.159			0.143	0.157
Race	-0.192	-0.240	-0.067		
Discipline	-0.069	-0.060	-0.083	-0.096	0.089
Experience	-0.092	-0.111	-0.023	-0.094	-0.301
Family responsibility	-0.035	0.038	-0.027	-0.032	-0.022
Satisfaction with resources	-.033	-0.049	0.032	-0.028	-0.138
Committee service	0.009	-0.003	0.047	0.011	0.043
Influence-department climate	-0.104	-0.088	-0.147	-0.039	-0.368 *
Not nominated for an award	0.104	0.162	0.200	0.168	0.268
Job satisfaction	-0.598 ***	-0.597 ***	-0.602 ***	-0.624 ***	-0.536 ***

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

Regression Model: University Climate Factors Predicting Job Satisfaction					
Overall Job Satisfaction	unstandardized coefficient				
	total sample	men	women	white	minority
Sex	-0.175			-0.154	-0.138
Race	-0.104	-0.095	-0.326		
Discipline	-0.195	-0.269	0.015	-0.289	0.303
Experience	0.151 *	0.121	0.251 *	0.182	-0.124
Disparaging comments about women	-0.037	0.180	-0.437 ***	-0.053	-0.012
Disparaging comments about men	-0.012	-0.076	0.253	0.001	-0.033
Disparaging comments about racial minorities	-0.234	-0.488 *	0.198	-0.244	-0.171
Sexual harassment	0.158	0.378	0.027	0.223	-0.079
Gender/racial discrimination	-0.601	-0.835	-0.257	-0.551	-0.488

Regression Model: University Climate Factors Predicting Intention to Leave					
Intention to Leave	unstandardized coefficient				
	total sample	men	women	white	minority
Sex	0.016			0.040	0.025
Race	-0.183	-0.177	-0.149		
Discipline	-0.042	0.012	-0.151	-0.119	0.357
Experience	-0.076	-0.097	-0.042	-0.055	-0.220
Disparaging comments about women	-0.072	-0.204	0.050	-0.105	0.151
Disparaging comments about men	0.047	0.032	0.112	0.072	-0.020
Disparaging comments about racial minorities	0.277 **	0.427 *	0.068	0.204	0.465 *
Sexual harassment	0.442 *	0.405	0.306	0.524 **	0.187
Gender/racial discrimination	0.523 *	0.320	0.733 **	0.478	0.548
Job satisfaction	-0.625 ***	-0.601 ***	-0.663 ***	-0.641 ***	-0.609 ***

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

*** p-values<0.001

**0.001<p-values<0.01

*0.01<p-values<0.05

Regression Model: Department Climate Factors Predicting Job Satisfaction					
Overall Job Satisfaction	unstandardized coefficient				
	total sample	men	women	white	minority
Sex	0.175			0.239	0.034
Race	-0.042	0.005	-0.078		
Discipline	-0.138	-0.177	-0.039	-0.251 *	0.390
Experience	0.166 **	0.146 *	0.295 ***	0.170 **	0.095
Chair rating	0.282 ***	0.313 **	0.224 *	0.266 **	0.290 *
Chair encourages diversity	-0.119	-0.163	-0.020	-0.092	-0.209
Positive climate	0.208 **	0.198	0.274 **	0.197 *	0.337
Gender egalitarian atmosphere	0.188 **	0.224 *	0.213	0.203 *	0.112
Felt surveillance	-0.047	-0.050	-0.013	-0.021	-0.118
Felt scholarly isolation	-0.425 ***	-0.478 ***	-0.240 *	-0.495 ***	-0.123

Regression Model: Department Climate Factors Predicting Intention to Leave					
Intention to Leave	unstandardized coefficient				
	total sample	men	women	white	minority
Sex	-0.052			-0.060	-0.014
Race	-0.229	-0.207	-0.147		
Discipline	-0.089	-0.040	-0.196	-0.146	0.008
Experience	-0.074	-0.079	0.023	-0.062	-0.197
Chair rating	0.055	0.123	-0.054	0.072	-0.050
Chair encourages diversity	-0.134	-0.225	0.056	-0.140	-0.056
Positive climate	-0.069	-0.068	0.001	-0.004	-0.292
Gender egalitarian atmosphere	-0.036	0.026	-0.151	-0.070	0.095
Felt surveillance	0.304 ***	0.337 ***	0.202 *	0.315 ***	0.273
Felt scholarly isolation	-0.043	-0.078	0.069	-0.002	-0.135
Job satisfaction	-0.504 ***	-0.512 ***	-0.525 ***	-0.512 ***	-0.466 ***

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

*** p-values≤0.001

**0.001<p-values≤0.01

*0.01<p-values≤0.05