

Assessing the Academic Work Environment for Science and Engineering Faculty at the University of Michigan
in 2001, 2006 and 2012: Gender & Race in Department- and University-Related Climate Factors

Table 1a - Gender Related University Climate Indicators: Means and Percentages by Race-Ethnicity-Gender Groups for Three Timepoints for STEM Faculty

	men of color scientists & engineers						white men scientists & engineers					
	2001 n=24		2006 n=29		2012 n=83		2001 n=74		2006 n=112		2012 n=349	
	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd
Disparaging comments about women	1.81	0.89	1.45	0.48	1.26	0.51	1.43	0.57	1.47	0.69	1.31	0.51
Disparaging comments about men	1.77	0.83	1.50	0.66	1.38	0.78	1.54	0.83	1.63	0.97	1.40	0.63
	percentage		percentage		percentage		percentage		percentage		percentage	
Gender discrimination	8%		6%		7%		3%		6%		4%	
Unwanted sexual attention	6%		6%		1%		5%		5%		1%	
Individuals reporting others reported unwanted sexual attention	35%		9%		11%		17%		15%		16%	

	women of color scientists & engineers						white women scientists & engineers					
	2001 n=18		2006 n=26		2012 n=36		2001 n=101		2006 n=95		2012 n=134	
	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd
Disparaging comments about women	1.76	0.61	1.65	0.92	1.46	0.74	1.95	0.92	1.87	0.81	1.64	0.66
Disparaging comments about men	1.60	0.79	1.32	0.51	1.50	0.80	1.91	0.93	1.62	0.85	1.55	0.68
	percentage		percentage		percentage		percentage		percentage		percentage	
Gender discrimination	38%		47%		31%		46%		41%		38%	
Unwanted sexual attention	5%		3%		5%		21%		9%		10%	
Individuals reporting others reported unwanted sexual attention	23%		27%		15%		39%		24%		21%	

Notes: Ns vary slightly by item; N=max number of responses by group for items in table.

Table 2a - Race Related University Climate Indicators: Means and Percentages by Race-Ethnicity-Gender Groups for Three Timepoints for STEM Faculty

	men of color scientists & engineers						white men scientists & engineers					
	2001 n=24		2006 n=29		2012 n=82		2001 n=69		2006 n=112		2012 n=349	
	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd
Disparaging comments about racial-ethnic minorities and religious groups	1.68	1.02	1.35	0.42	1.25	0.40	1.28	0.52	1.32	0.55	1.18	0.37
	percentage		percentage		percentage		percentage		percentage		percentage	
Racial-ethnic discrimination	39%		20%		18%		4%		3%		2%	

	women of color scientists & engineers						white women scientists & engineers					
	2001 n=18		2006 n=26		2012 n=35		2001 n=98		2006 n=95		2012 n=133	
	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd
Disparaging comments about racial-ethnic minorities and religious groups	1.64	0.71	1.65	0.79	1.31	0.77	1.44	0.62	1.40	0.57	1.22	0.41
	percentage		percentage		percentage		percentage		percentage		percentage	
Racial-ethnic discrimination	26%		32%		26%		0%		0%		2%	

Notes: Ns vary slightly by item; N=max number of responses by group for items in table.

Table 3a - Department Climate: Means by Race-Ethnicity-Gender Groups for Three Timepoints for STEM Faculty

	men of color scientists & engineers						white men scientists & engineers					
	2001 n=23		2006 n=27		2012 n=88		2001 n=68		2006 n=106		2012 n=355	
	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd
Climate for diversity	3.56	1.04	3.81	0.71	4.15	0.61	4.06	0.56	4.14	0.53	4.29	0.52
General climate	3.59	0.87	3.66	0.68	3.89	0.70	3.61	0.69	3.73	0.71	3.94	0.68

	women of color scientists & engineers						white women scientists & engineers					
	2001 n=17		2006 n=25		2012 n=34		2001 n=100		2006 n=90		2012 n=132	
	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd
Climate for diversity	2.58	0.56	2.64	0.74	3.63	0.64	3.47	0.82	3.42	0.66	3.70	0.72
General climate	2.71	0.89	2.76	0.86	3.68	0.81	3.32	0.80	3.34	0.74	3.58	0.76

Notes: Ns vary slightly by item; N=max number of responses by group for items in table.

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Table 4a - Career Satisfaction: Means by Race-Ethnicity-Gender Groups for Three Timepoints for STEM Faculty

	men of color scientists & engineers						white men scientists & engineers					
	2001 n=24		2006 n=29		2012 n=84		2001 n=74		2006 n=111		2012 n=354	
	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd
Overall career satisfaction	3.66	0.96	3.80	0.67	3.88	0.73	3.61	0.88	3.86	0.73	4.02	0.65
Opportunity to collaborate with other faculty	4.21	1.18	4.25	0.90	4.33	0.97	3.89	1.30	4.40	0.99	4.50	0.89
Amount of social interaction with members of department/unit	3.72	1.43	3.80	1.13	3.82	1.02	3.67	1.34	3.73	1.06	3.88	1.05
Level of funding for research or creative efforts	3.68	1.18	3.05	1.32	3.75	1.13	3.79	1.20	3.45	1.28	3.65	1.10
Current salary in comparison with the salaries of UM colleagues	3.61	1.55	3.22	1.23	3.44	1.27	3.16	1.22	3.62	1.24	3.81	1.15
Ability to attract students to work with me	3.48	1.16	3.98	1.05	3.66	1.20	3.39	1.42	3.76	1.21	3.90	1.10
Sense of being valued as a teacher by students	4.06	1.16	4.25	0.78	4.14	1.12	4.15	1.10	4.18	0.89	4.30	0.92
Sense of being valued as a mentor or advisor by students	4.21	1.04	4.33	0.77	4.40	0.83	4.38	1.01	4.47	0.78	4.46	0.79
Sense of being valued for my teaching by members of department/unit	3.86	1.46	3.90	0.96	3.68	1.21	3.50	1.28	3.66	1.16	3.89	1.14
Sense of being valued for research, scholarship, or creativity by members of department/unit	3.44	1.45	3.78	1.19	3.73	1.21	3.59	1.33	3.70	1.22	3.98	1.12
Level of intellectual stimulation in day-to-day contacts with faculty colleagues	3.63	1.12	3.77	1.07	3.72	1.19	3.64	1.24	3.87	1.18	4.02	1.05
Sense of contributing to theoretical developments in my discipline	3.74	1.08	4.16	0.85	4.08	0.85	4.01	1.07	4.21	0.90	4.29	0.88
Balance between professional and personal life	3.21	1.38	3.51	1.08	3.59	1.14	3.33	1.23	3.51	1.30	3.64	1.19

	women of color scientists & engineers						white women scientists & engineers					
	2001 n=18		2006 n=26		2012 n=36		2001 n=104		2006 n=95		2012 n=133	
	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd
Overall career satisfaction	3.26	0.92	3.41	0.91	4.04	0.56	3.57	0.76	3.58	0.78	3.77	0.72
Opportunity to collaborate with other faculty	3.65	1.56	3.99	1.06	4.31	0.80	3.77	1.31	3.91	1.34	4.28	1.08
Amount of social interaction with members of department/unit	2.81	1.54	2.68	1.41	3.87	1.07	3.40	1.39	3.14	1.26	3.56	1.24
Level of funding for research or creative efforts	3.28	1.49	3.35	1.54	3.80	1.18	3.53	1.33	3.34	1.19	3.41	1.22
Current salary in comparison with the salaries of UM colleagues	2.79	0.90	2.72	1.31	3.66	1.27	3.03	1.28	3.25	1.34	3.37	1.31
Ability to attract students to work with me	3.39	1.50	3.54	1.14	3.74	1.33	3.88	1.18	3.40	1.27	3.71	1.28
Sense of being valued as a teacher by students	3.83	1.26	3.99	1.30	4.30	0.74	4.26	0.98	4.05	1.04	4.29	0.95
Sense of being valued as a mentor or advisor by students	4.24	1.17	4.18	1.21	4.55	0.65	4.61	0.76	4.24	0.95	4.61	0.73
Sense of being valued for my teaching by members of department/unit	2.90	1.49	2.83	1.23	3.95	1.03	3.43	1.33	3.51	1.21	3.47	1.26
Sense of being valued for research, scholarship, or creativity by members of department/unit	2.63	1.64	2.86	1.63	4.11	1.15	3.36	1.39	3.40	1.28	3.58	1.33
Level of intellectual stimulation in day-to-day contacts with faculty colleagues	3.27	1.72	3.02	1.44	4.01	0.93	3.46	1.41	3.48	1.31	3.69	1.23
Sense of contributing to theoretical developments in my discipline	3.58	1.30	4.20	1.08	4.25	0.83	4.00	1.05	3.86	1.10	4.07	1.03
Balance between professional and personal life	3.29	1.49	2.74	1.35	3.24	1.15	2.67	1.32	3.01	1.33	3.21	1.27

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Table 5a - Overall Satisfaction and Desire to Leave UM: Means by Race-Ethnicity-Gender Groups for Three Timepoints for STEM Faculty

	men of color scientists & engineers						white men scientists & engineers					
	2001		2006		2012		2001		2006		2012	
	n=24		n=29		n=84		n=71		n=112		n=352	
	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd
Overall satisfaction	3.60	1.24	3.77	0.75	3.76	1.03	3.86	0.91	3.93	1.16	4.09	0.91
Want to leave			2.59	1.06	2.44	0.92			2.44	1.08	2.21	0.86

	women of color scientists & engineers						white women scientists & engineers					
	2001		2006		2012		2001		2006		2012	
	n=18		n=26		n=35		n=101		n=95		n=133	
	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd
Overall satisfaction	3.01	1.18	3.20	1.13	3.93	0.77	3.35	1.17	3.47	1.17	3.78	1.00
Want to leave			3.18	0.91	2.45	0.85			2.82	1.09	2.55	0.92

Notes: Ns vary slightly by item; N=max number of responses by group for items in table.