

**Table 1 - Gender Related University Climate Indicators: Means and Percentages by Race-Ethnicity-Gender Groups within Disciplines for One or Two Timepoints for Faculty**

	men of color scientists & engineers				white men scientists & engineers				men of color social scientists				white men social scientists				men of color arts & humanities		white men arts & humanities	
	2006 n=29		2012 n=82		2006 n=112		2012 n=349		2006 n=13		2012 n=27		2006 n=57		2012 n=114		2012 n=14		2012 n=88	
	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd
Disparaging comments about women	1.45	0.48	1.26	0.51	1.47	0.69	1.31	0.51	1.50	0.68	1.38	0.59	1.43	0.59	1.32	0.53	1.32	0.63	1.41	0.66
Disparaging comments about men	1.50	0.66	1.38	0.78	1.63	0.97	1.40	0.63	1.64	0.80	1.39	0.62	1.63	0.73	1.48	0.72	1.44	0.39	1.47	0.71
	percentage		percentage		percentage		percentage		percentage		percentage		percentage		percentage		percentage		percentage	
Gender discrimination	6%		7%		6%		4%		8%		8%		2%		6%		11%		6%	
Unwanted sexual attention	6%		1%		5%		1%		8%		4%		4%		0%		6%		1%	
Individuals reporting others reported unwanted sexual attention	9%		11%		15%		16%		9%		14%		21%		17%		25%		34%	

  

	women of color scientists & engineers				white women scientists & engineers				women of color social scientists				white women social scientists				women of color arts & humanities		white women arts & humanities	
	2006 n=26		2012 n=36		2006 n=95		2012 n=134		2006 n=19		2012 n=24		2006 n=51		2012 n=89		2012 n=21		2012 n=66	
	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd
Disparaging comments about women	1.65	0.92	1.46	0.74	1.87	0.81	1.64	0.66	1.67	0.90	1.60	0.69	1.79	0.97	1.623	0.768	2.01	1.13	1.73	0.82
Disparaging comments about men	1.32	0.51	1.50	0.80	1.62	0.85	1.55	0.68	1.52	0.69	1.55	0.72	1.86	1.05	1.61	0.74	1.70	0.96	1.58	0.74
	percentage		percentage		percentage		percentage		percentage		percentage		percentage		percentage		percentage		percentage	
Gender discrimination	47%		31%		41%		38%		43%		18%		42%		28%		48%		41%	
Unwanted sexual attention	3%		5%		9%		10%		10%		4%		17%		5%		9%		17%	
Individuals reporting others reported unwanted sexual attention	27%		15%		24%		21%		47%		24%		26%		22%		47%		46%	

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

**Table 2 - Race Related University Climate Indicators: Means and Percentages by Race-Ethnicity-Gender Groups within Disciplines for One or Two Timepoints for Faculty**

	men of color scientists & engineers				white men scientists & engineers				men of color social scientists				white men social scientists				men of color arts & humanities		white men arts & humanities	
	2006 n=29		2012 n=82		2006 n=112		2012 n=349		2006 n=13		2012 n=25		2006 n=57		2012 n=89		2012 n=14		2012 n=87	
	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd
Disparaging comments about racial-ethnic minorities and religious groups	1.35	0.42	1.25	0.40	1.32	0.55	1.18	0.37	1.55	0.78	1.45	0.67	1.45	0.58	1.31	0.53	1.41	0.42	1.41	0.63
	percentage		percentage		percentage		percentage		percentage		percentage		percentage		percentage		percentage		percentage	
Racial-ethnic discrimination	20%		18%		3%		2%		16%		8%		2%		7%		11%		8%	

  

	women of color scientists & engineers				white women scientists & engineers				women of color social scientists				white women social scientists				women of color arts & humanities		white women arts & humanities	
	2006 n=26		2012 n=35		2006 n=95		2012 n=133		2006 n=19		2012 n=22		2006 n=51		2012 n=77		2012 n=21		2012 n=65	
	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd
Disparaging comments about racial-ethnic minorities and religious groups	1.65	0.79	1.31	0.77	1.40	0.57	1.22	0.41	1.75	0.87	1.69	0.88	1.46	0.69	1.34	0.48	1.73	0.96	1.38	0.58
	percentage		percentage		percentage		percentage		percentage		percentage		percentage		percentage		percentage		percentage	
Racial-ethnic discrimination	32%		26%		0%		2%		42%		38%		4%		4%		33%		8%	

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

**Table 3 - Department Climate: Means by Race-Ethnicity-Gender Groups within Disciplines for One or Two Timepoints for Faculty**

	men of color scientists & engineers				white men scientists & engineers				men of color social scientists				white men social scientists				men of color arts & humanities		white men arts & humanities	
	2006 n=27		2012 n=88		2006 n=106		2012 n=355		2006 n=13		2012 n=27		2006 n=54		2012 n=109		2012 n=14		2012 n=81	
	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd
General climate	3.66	0.68	3.89	0.70	3.73	0.71	3.94	0.68	3.67	0.15	3.66	0.18	3.92	0.09	3.93	0.06	3.79	0.27	3.76	0.09
Climate for diversity	3.81	0.71	4.15	0.61	4.14	0.53	4.29	0.52	3.70	0.22	4.05	0.15	4.31	0.06	4.39	0.05	4.05	0.27	4.21	0.06

  

	women of color scientists & engineers				white women scientists & engineers				women of color social scientists				white women social scientists				women of color arts & humanities		white women arts & humanities	
	2006 n=25		2012 n=34		2006 n=90		2012 n=132		2006 n=18		2012 n=23		2006 n=47		2012 n=88		2012 n=20		2012 n=63	
	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd
General climate	2.76	0.86	3.68	0.81	3.34	0.74	3.58	0.76	3.45	0.20	3.57	0.18	3.33	0.12	3.56	0.08	3.20	0.19	3.38	0.11
Climate for diversity	2.64	0.74	3.63	0.64	3.42	0.66	3.70	0.72	3.40	0.19	3.75	0.14	3.69	0.11	3.94	0.08	3.24	0.18	3.64	0.11

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

**Table 4 - Overall Work Satisfaction: Means by Race-Ethnicity-Gender Groups within Disciplines for One or Two Timepoints for Faculty**

	men of color scientists & engineers				white men scientists & engineers				men of color social scientists				white men social scientists				men of color arts & humanities		white men arts & humanities	
	2006		2012		2006		2012		2006		2012		2006		2012		2012		2012	
	n=29		n=84		n=111		n=354		n=13		n=27		n=56		n=115		n=15		n=91	
	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd
Overall work satisfaction	3.80	0.67	3.88	0.73	3.86	0.73	4.02	0.65	3.80	0.75	4.08	0.72	3.98	0.67	3.91	0.73	3.65	0.79	3.85	0.79
Opportunity to collaborate with other faculty	4.25	0.90	4.33	0.97	4.40	0.99	4.50	0.89	4.01	1.15	4.39	1.03	4.26	1.02	4.24	1.14	3.56	1.10	4.04	1.19
Amount of social interaction with members of department/unit	3.80	1.13	3.82	1.02	3.73	1.06	3.88	1.05	3.77	1.36	4.07	1.09	3.92	1.23	3.84	1.21	3.22	1.15	3.73	1.27
Level of funding for research or creative efforts	3.05	1.32	3.75	1.13	3.45	1.28	3.65	1.10	3.77	1.00	3.89	1.34	3.68	1.28	3.92	1.03	3.33	1.42	3.63	1.31
Current salary in comparison with the salaries of UM colleagues	3.22	1.23	3.44	1.27	3.62	1.24	3.81	1.15	2.85	1.40	3.64	1.37	3.35	1.32	3.40	1.39	3.14	1.58	3.20	1.55
Ability to attract students to work with me	3.98	1.05	3.66	1.20	3.76	1.21	3.90	1.10	3.98	1.08	3.81	1.21	4.00	1.14	3.68	1.26	3.50	1.49	3.59	1.32
Sense of being valued as a teacher by students	4.25	0.78	4.14	1.12	4.18	0.89	4.30	0.92	4.22	0.93	4.32	1.09	4.40	0.94	4.27	0.97	3.81	1.17	4.39	0.94
Sense of being valued as a mentor or advisor by students	4.33	0.77	4.40	0.83	4.47	0.78	4.46	0.79	4.61	0.65	4.50	0.84	4.52	0.75	4.45	0.89	4.08	1.07	4.46	0.88
Sense of being valued for my teaching by members of department/unit	3.90	0.96	3.68	1.21	3.66	1.16	3.89	1.14	3.63	1.20	4.18	1.13	3.99	1.06	3.88	1.19	3.85	1.15	3.85	1.37
Sense of being valued for research, scholarship, or creativity by members of department/unit	3.78	1.19	3.73	1.21	3.70	1.22	3.98	1.12	4.09	1.02	4.03	1.07	4.13	1.03	3.83	1.19	3.85	1.09	3.91	1.35
Level of intellectual stimulation in day-to-day contacts with faculty colleagues	3.77	1.07	3.72	1.19	3.87	1.18	4.02	1.05	3.77	1.23	3.89	1.29	4.12	1.09	3.77	1.11	3.19	1.42	3.65	1.32
Sense of contributing to theoretical developments in my discipline	4.16	0.85	4.08	0.85	4.21	0.90	4.29	0.88	3.84	1.29	4.46	0.96	4.24	0.94	4.20	0.95	3.81	1.14	4.09	0.99
Balance between professional and personal life	3.51	1.08	3.59	1.14	3.51	1.30	3.64	1.19	3.11	1.24	3.75	1.21	3.52	1.19	3.75	1.18	3.11	1.24	3.36	1.29

  

	women of color scientists & engineers				white women scientists & engineers				women of color social scientists				white women social scientists				women of color arts & humanities		white women arts & humanities	
	2006		2012		2006		2012		2006		2012		2006		2012		2012		2012	
	n=26		n=36		n=95		n=133		n=19		n=24		n=51		n=91		n=20		n=66	
	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd
Overall work satisfaction	3.41	0.91	4.04	0.56	3.58	0.78	3.77	0.72	3.63	0.53	3.77	0.76	3.73	0.72	3.95	0.73	3.30	0.85	3.67	0.74
Opportunity to collaborate with other faculty	3.99	1.06	4.31	0.80	3.91	1.34	4.28	1.08	3.94	1.17	3.77	1.42	4.03	1.20	4.07	1.25	2.95	1.56	3.66	1.25
Amount of social interaction with members of department/unit	2.68	1.41	3.87	1.07	3.14	1.26	3.56	1.24	3.57	1.34	3.79	1.39	3.55	1.29	3.68	1.33	2.77	1.43	3.58	1.32
Level of funding for research or creative efforts	3.35	1.54	3.80	1.18	3.34	1.19	3.41	1.22	3.32	1.41	3.50	1.30	3.58	1.18	3.78	1.21	3.79	1.24	3.35	1.28
Current salary in comparison with the salaries of UM colleagues	2.72	1.31	3.66	1.27	3.25	1.34	3.37	1.31	2.78	1.45	3.20	1.53	3.05	1.40	3.71	1.34	3.25	1.53	2.99	1.47
Ability to attract students to work with me	3.54	1.14	3.74	1.33	3.40	1.27	3.71	1.28	3.22	1.31	3.54	1.45	3.71	1.36	3.83	1.27	2.83	1.66	3.60	1.35
Sense of being valued as a teacher by students	3.99	1.30	4.30	0.74	4.05	1.04	4.29	0.95	4.50	0.62	4.40	0.95	4.25	0.99	4.38	0.92	4.14	0.95	4.47	0.85
Sense of being valued as a mentor or advisor by students	4.18	1.21	4.55	0.65	4.24	0.95	4.61	0.73	4.70	0.58	4.36	1.10	4.61	0.79	4.58	0.79	4.06	1.26	4.45	0.88
Sense of being valued for my teaching by members of department/unit	2.83	1.23	3.95	1.03	3.51	1.21	3.47	1.26	3.59	0.86	4.04	1.17	3.60	1.27	3.97	1.21	3.54	1.19	3.59	1.28
Sense of being valued for research, scholarship, or creativity by members of department/unit	2.86	1.63	4.11	1.15	3.40	1.28	3.58	1.33	3.40	1.18	3.83	1.27	3.70	1.28	3.74	1.34	3.43	1.44	3.68	1.36
Level of intellectual stimulation in day-to-day contacts with faculty colleagues	3.02	1.44	4.01	0.93	3.48	1.31	3.69	1.23	3.49	1.40	3.57	1.34	3.38	1.34	3.70	1.29	2.57	1.70	3.46	1.32
Sense of contributing to theoretical developments in my discipline	4.20	1.08	4.25	0.83	3.86	1.10	4.07	1.03	4.34	0.83	4.09	0.90	4.35	0.85	4.29	0.96	3.34	1.46	4.14	0.94
Balance between professional and personal life	2.74	1.35	3.24	1.15	3.01	1.33	3.21	1.27	3.23	1.26	2.99	1.27	2.86	1.32	3.28	1.20	2.59	1.22	2.87	1.37

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

**Table 5 - Overall Career Satisfaction and Desire to Leave UM: Means for Two Timepoints for Science and Engineering Faculty**

	men of color scientists & engineers				white men scientists & engineers				men of color social scientists				white men social scientists				men of color arts & humanities		white men arts & humanities	
	2006		2012		2006		2012		2006		2012		2006		2012		2012	2012		
	n=29	n=84	n=112	n=352	n=13	n=27	n=57	n=115	n=15	n=91										
	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd		
Overall career satisfaction	3.77	0.75	3.76	1.03	3.93	1.16	4.09	0.91	3.10	1.08	4.14	1.01	4.11	0.87	4.17	1.00	4.03	1.05	3.91	1.16
Want to leave	2.59	1.06	2.44	0.92	2.44	1.08	2.21	0.86	3.07	0.87	2.47	0.97	2.54	0.93	2.23	0.95	2.40	1.43	2.39	1.08

	women of color scientists & engineers				white women scientists & engineers				women of color social scientists				white women social scientists				women of color arts & humanities		white women arts & humanities	
	2006		2012		2006		2012		2006		2012		2006		2012		2012	2012		
	n=26	n=35	n=95	n=133	n=19	n=24	n=50	n=91	n=20	n=66										
	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd		
Overall career satisfaction	3.20	1.13	3.93	0.77	3.47	1.17	3.78	1.00	3.42	1.17	4.12	0.82	3.63	0.95	3.96	1.05	3.30	1.28	3.77	1.21
Want to leave	3.18	0.91	2.45	0.85	2.82	1.09	2.55	0.92	2.97	1.01	2.45	1.03	3.00	1.01	2.51	1.06	3.04	0.95	2.59	1.07

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