
2013 NDSU FORWARD Worklife Survey
Results of Tenured and Tenure-track Faculty
Comparisons of Associate Professors Based on Gender

Introduction

The faculty worklife survey is part of the Advance FORWARD project at NDSU. This survey collected data on a variety of topics important to faculty at NDSU, including the hiring process, the tenure process, professional activities, satisfaction with NDSU, programs and resources, and worklife balance. Survey data were collected October to December 2013 via an on-line survey with NDSU IRB approval. A total of 253 tenured and tenure-track faculty completed the survey, which represents a response rate of 47.6%. Of the 253 tenured and tenure-track faculty who responded to the survey, 63 (24.9%) identified as associate professors. Therefore, the sample for this report is 63 tenure-track associate professors at NDSU, with 33 identifying as women and 30 identifying as men. When differences in responses based on gender were found to be statistically significant at the $p = .05$ level, they are marked with an asterisk (*) and at the $p < .05$ level, they are marked with a double asterisk (**).

Executive Summary

- Twice as many women associate professors as men associate professors reported that there are barriers to preventing them from taking on a formal leadership position at NDSU.
- Women associate professors agreed significantly more than men associate professors that they have sufficient teaching support (including T.A.s).
- Women associate professors reported that they would prefer to spend a significantly greater amount of time than men associate professors on mentoring other faculty.
- Women associate professors agreed significantly more than men associate professors that they often have to forgo family or personal activities because of professional responsibilities.

Characteristics of Tenure/Tenure-Track Associate Professors in the Worklife Sample (See Appendix A)

- 52.4% of associate professors identified as women and 47.6% identified as men.
- 87.9% of women associate professors and 83.3% of men associate professors self-identified as “White, not of Hispanic origin” (85.7% overall).
- 51.5% of women associate professors and 46.7% of men associate professors said they currently have at least one child 18 years of age and under (49.2% overall). 9.1% of women associate professors and 10.0% of men associate professors said they have children who are older than 18 years of age (9.5% overall). Finally, 27.3% of women associate professors and 26.7% of men associate professors said they do not have children (27.0% overall).
- 27.3% of women associate professors and 26.7% of men associate professors said they have provided care for an aging parent or relative (27.0% overall).
- 6.1% of women associate professors and 3.3% of men associate professors reported that they currently hold a full-time administrative position (4.8% overall), while 21.2% of women associate professors and 13.3% of men associate professors reported that they currently hold a part-time administrative position (17.5% overall).
- 27.3% of women associate professors and 23.3% of men associate professors said they were recruited to apply for a position at NDSU (25.4% overall).

Hiring Process

- Faculty members were asked about factors that contributed to their considerations toward accepting or declining a position at NDSU.
 - The three most common factors that contributed to women associate professors' decision to accept a position at NDSU were:
 - Colleagues in department/unit/lab (39.4%)
 - Geographic location (30.3%)
 - Research opportunities (24.2%)
 - The three most common factors that caused women associate professors to hesitate about accepting a position at NDSU were:
 - Geographic location (36.4%)
 - Support for research (24.2%)
 - Climate for women (24.2%)
 - The three most common factors that contributed to men associate professors' decision to accept a position at NDSU were:
 - Research opportunities (33.3%)
 - Colleagues in department/unit/lab (30.0%)
 - Teaching opportunities (30.0%)
 - The three most common factors that caused men associate professors to hesitate about accepting a position at NDSU were:
 - Salary and benefits (43.3%)
 - Geographic location (40.0%)
 - Prestige of university (30.0%)

Tenure Process

- Faculty were asked about their experience of the tenure process at NDSU and rated aspects of that process on a 4-point scale (1=disagree strongly, 4=agree strongly):
 - Women associate professors agreed significantly more than men associate professors that they were informed about assistance available to pre-tenure/promotion faculty (mean= for women 2.90, for men 2.39, overall 2.66*).
 - 15.2% of women associate professors and 10.0% of men associate professors reported that they had extended their tenure clock (12.7% overall). Of those who had extended their tenure clock, women associate professors and men associate professors had similar opinions regarding that their department was supportive of the extension (mean= for women 3.40, for men 3.33, overall 3.38).

Leadership

- 39.4% of women associate professors and 36.7% of men associate professors indicated that they are interested in taking on a formal leadership position at NDSU (38.1% overall).
 - Among these interested respondents, 27.3% of women associate professors and 13.3% of men associate professors indicated that there are barriers preventing them from taking on such a position (20.6% overall).

NDSU Programs and Resources

- Faculty rated the value of programs on the NDSU campus on a 4-point scale (1=not at all valuable, 4=very valuable):
 - Women associate professors agreed significantly less than men associate professors that the FORWARD Allies/Advocates Program is valuable (mean= for women 2.12, for men 2.88, overall 2.50**).

Differences in responses based on gender statistically significant at $p = .05$ level, they are marked with an asterisk (*) and at the $p < .05$ level, they are marked with a double asterisk (**).

- Women associate professors agreed significantly more than men associate professors that the Junior Faculty Cohort Mentoring Program (mean= for women 3.00, for men 2.33, overall 2.74**) is valuable.
- Faculty reported how much the following programs have impacted their experience of the climate at NDSU on a 4-point scale (1=very negatively, 4=very positively):
 - Women associate professors agreed significantly less than men associate professors that the FORWARD Allies/Advocates Program positively impacted their experience of the climate at NDSU (mean= for women 2.59, for men 3.36, overall 2.96**).
 - Women associate professors agreed significantly more than men associate professors that the Pedagogical Luncheons/Workshops (mean= for women 3.52, for men 3.17, overall 3.34*) positively impacted their experience of the climate at NDSU.
- Regarding statements about the resources available to them on a 4-point scale (1=disagree strongly, 4=agree strongly):
 - Women associate professors agreed significantly more than men associate professors that they have sufficient teaching support (including T.A.s) (mean= for women 2.45, for men 1.97, overall 2.22*).

Professional Activities

- Faculty members were asked about the proportion of work time they currently spend and would like to spend on specific work activities.
 - Mentoring other faculty
 - Women associate professors reported that they would prefer to spend a significantly greater amount of time than men associate professors on mentoring other faculty (mean= for women 5.89, for men 3.11, overall 4.50**).

Committee Service

- Regarding statements about serving on or chairing committees:
 - PTE
 - 60.6% of women associate professors and 66.7% of men associate professors ever served (63.5% overall).
 - 6.1% of women associate professors and 23.3% of men associate professors faculty ever chaired (14.3% overall).
 - Faculty Search Committee
 - 93.9% of women associate professors and 90.0% of men associate professors ever served (92.1% overall).
 - 51.5% of women associate professors and 53.3% of men associate professors ever chaired (52.4% overall).
 - Curriculum (graduate or undergraduate)
 - 84.8% of women associate professors and 83.3% of men associate professors ever served (84.1% overall).
 - 39.4% of women associate professors and 36.7% of men associate professors ever chaired (38.1% overall).
 - Graduate Admissions
 - 63.6% of women associate professors and 53.3% of men associate professors ever served (58.7% overall).
 - 15.2% of women associate professors and 26.7% of men associate professors ever chaired (20.6% overall).

Differences in responses based on gender statistically significant at $p = .05$ level, they are marked with an asterisk (*) and at the $p < .05$ level, they are marked with a double asterisk (**).

- Department Level Committees
 - On average, women associate professors serve on 3.15 committees and men associate professors serve on 2.43 committees (overall mean = 2.81).
 - On average, women associate professors chair 0.65 committees and men associate professors chair 0.69 committees (overall mean = 0.67).
- College Level Committees
 - On average, women associate professors serve on 1.25 committees and men associate professors serve on 1.10 committees (overall mean = 1.18).
 - On average, women associate professors chair 0.32 committees and men associate professors chair 0.13 committees (overall mean = 0.23).
- University Level Committees
 - On average, women associate professors serve on 1.79 committees and men associate professors serve on 1.65 committees (overall mean = 1.73).
 - On average, women associate professors chair 0.26 committees and men associate professors chair 0.17 committees (overall mean = 0.22).
- Regarding hours spent attending committee meetings and doing work associated with committee assignments over the past 30 days, women associate professors reported working more hours when compared to men associate professors (mean= for women 23.53, for men 18.97, overall 21.32).

Consider Leaving NDSU

- Faculty members were asked if they had ever considered leaving NDSU based on their work environment.
 - 25 (75.8%) of women associate professors and 18 (60.0%) of men associate professors reported that they had considered leaving NDSU, while 8 (24.2%) of women associate professors and 12 (40.0%) of men associate professors said that they had not.
- Associate professors were asked about steps they had taken to leave NDSU:
 - Thinking about leaving (45.5% of women professors, 43.3% of men professors, 44.4% overall).
 - Searching for open positions (54.5% of women professors, 53.3% of men professors, 54.0% overall).
 - Made inquiries about available positions (42.4% of women professors, 26.7% of men professors, 34.9% overall).
 - Applying for a position (39.4% of women professors, 33.3% of men professors, 36.5% overall).
 - Interviewed for a position (18.2% of women professors, 20.0% of men professors, 19.0% overall).
 - Received an offer for a new position (21.2% of women professors, 13.3% of men professors, 17.5% overall).
- Faculty members were asked about factors that contributed to consideration for leaving or staying at NDSU.
 - The three most common factors that contributed to women associate professors' decision to leave NDSU were:
 - Climate of department/unit/lab (33.3%)
 - Colleagues in department/unit/lab (24.2%)
 - Lack of report for research (21.2%)

- The three most common factors that contributed to women associate professors' decision to stay at NDSU were:
 - Quality of the community (18.2%)
 - Colleagues in department/unit/lab (18.2%)
 - Salary and benefits (15.2%)
- The three most common factors that contributed to men associate professors' decision to leave NDSU were:
 - Salary and benefits (20.0%)
 - Workload allocation (20.0%)
 - Geographic location (16.7%)
- The three most common factors that contributed to men associate professors' decision to stay at NDSU were:
 - Quality of the community (30.0%)
 - Colleagues in department/unit/lab (20.0%)
 - Work/life satisfaction (16.7%)

Balancing Personal and Professional Life

- Regarding statements about work life balance, tenured and tenure-track faculty on a 4-point scale (1=disagree strongly, 4=agree strongly):
 - Women associate professors agreed significantly more than men associate professors that they often have to forgo family or personal activities because of professional responsibilities (mean= for women 3.00, for men 2.60, overall 2.81**).

Health

- Regarding statements about their personal health, on a 5-point scale (1=very often, 5=rarely):
 - Women associate professors agreed significantly more than men associate professors that they often feel fatigued (mean= for women 2.09, for men 2.77, overall 2.41**) and stressed (mean= for women 2.21, for men 2.80, overall 2.49**).

Appendix A: Demographic Table

| Characteristics | Associate Women | | Associate Men | | Overall | |
|---|-----------------|----------|---------------|----------|----------|----------|
| | <u>n</u> | <u>%</u> | <u>n</u> | <u>%</u> | <u>n</u> | <u>%</u> |
| Race | | | | | | |
| Asian | 1 | 3.0 | 2 | 6.7 | 3 | 4.8 |
| Black/African American | 1 | 3.0 | 1 | 3.3 | 2 | 3.2 |
| Hispanic or Latino(a) | 1 | 3.0 | 2 | 6.7 | 3 | 4.8 |
| White | 29 | 87.9 | 25 | 83.3 | 54 | 85.7 |
| Parenting status | | | | | | |
| Children under age 18 | 17 | 51.5 | 14 | 46.7 | 31 | 49.2 |
| Children over age 18 | 3 | 9.1 | 3 | 10.0 | 6 | 9.5 |
| No children | 9 | 27.3 | 8 | 26.7 | 17 | 27.0 |
| Provided eldercare | | | | | | |
| Yes | 9 | 27.3 | 8 | 26.7 | 17 | 27.0 |
| No | 24 | 72.7 | 21 | 70.0 | 45 | 71.4 |
| Recruited to NDSU | | | | | | |
| Yes | 9 | 27.3 | 7 | 23.3 | 16 | 25.4 |
| No | 24 | 72.7 | 23 | 76.7 | 47 | 74.6 |
| Currently hold an administrative position | | | | | | |
| Full-time | 2 | 6.1 | 1 | 3.3 | 3 | 4.8 |
| Part-time | 7 | 21.2 | 4 | 13.3 | 11 | 17.5 |
| None | 22 | 66.7 | 25 | 83.3 | 47 | 74.6 |
| Interested in a leadership position | | | | | | |
| Yes | 13 | 39.4 | 11 | 36.7 | 24 | 38.1 |
| No | 20 | 60.6 | 18 | 60.0 | 38 | 60.3 |

Differences in responses based on gender statistically significant at $p = .05$ level, they are marked with an asterisk (*) and at the $p < .05$ level, they are marked with a double asterisk (**).

Appendix B: Item Analysis

Climate for Women Faculty

Regarding statements about recruitment of, climate for, and leadership opportunities for women faculty in their primary department/unit, on a 4-point scale (1=disagree strongly, 4=agree strongly):

| Question | Associate Women | Associate Men | Overall |
|---|-----------------------|-----------------------|--|
| There are too few women faculty in my department. | M = 1.76 SD = 1.03 | M = 2.54 SD = 1.17 | M = 2.11 SD = 1.16 Range = 1 to 4** |
| My department has identified ways to recruit women faculty. | M = 2.59 SD = 0.98 | M = 2.84 SD = 0.99 | M = 2.70 SD = 0.98 Range = 1 to 4 |
| My department has actively recruited women faculty. | M = 2.75 SD = 1.01 | M = 3.08 SD = 0.98 | M = 2.91 SD = 1.00 Range = 1 to 4 |
| The climate for women in my department is good. | M = 3.00 SD = 1.14 | M = 3.11 SD = 0.97 | M = 3.05 SD = 1.06 Range = 1 to 4 |
| My department has identified ways to enhance the climate for women. | M = 2.52 SD = 1.12 | M = 2.76 SD = 0.88 | M = 2.63 SD = 1.02 Range = 1 to 4 |
| My department has taken steps to enhance the climate for women. | M = 2.46 SD = 1.11 | M = 2.77 SD = 0.95 | M = 2.61 SD = 1.04 Range = 1 to 4 |
| My department has too few women faculty in leadership positions. | M = 2.22 SD = 1.29 | M = 2.50 SD = 1.11 | M = 2.34 SD = 1.21 Range = 1 to 4 |
| My department has identified ways to move women into leadership positions. | M = 2.41 SD = 1.05 | M = 2.85 SD = 0.88 | M = 2.60 SD = 0.99 Range = 1 to 4 |
| My department has made an effort to promote women into leadership positions. | M = 2.72 SD = 1.13 | M = 2.88 SD = 0.93 | M = 2.80 SD = 1.04 Range = 1 to 4 |
| My department has developed policies and procedures to support women faculty members. | M = 2.63 SD = 1.03 | M = 2.68 SD = 0.95 | M = 2.65 SD = 0.99 Range = 1 to 4 |
| My department actively supports women faculty members. | M = 2.94 SD = 1.11 | M = 3.10 SD = 0.98 | M = 3.02 SD = 1.04 Range = 1 to 4 |

Regarding statements about interactions with colleagues and others in their primary department/unit on a 4-point scale (1=disagree strongly, 4=agree strongly):

| Question | Associate Women | Associate Men | Overall |
|--|-----------------------|-----------------------|--------------------------------------|
| I am treated with respect by colleagues. | M = 3.21 SD = 0.99 | M = 3.37 SD = 0.72 | M = 3.29 SD = 0.87 Range = 1 to 4 |
| I am treated with respect by students. | M = 3.64 SD = 0.55 | M = 3.53 SD = 0.68 | M = 3.59 SD = 0.61 Range = 1 to 4 |
| I am treated with respect by staff. | M = 3.67 SD = 0.74 | M = 3.60 SD = 0.77 | M = 3.63 SD = 0.75 Range = 1 to 4 |
| I am treated with respect by my department chair/head. | M = 3.34 SD = 0.94 | M = 3.67 SD = 0.55 | M = 3.50 SD = 0.78 Range = 1 to 4 |
| I am treated with respect by Dean. | M = 3.52 SD = 0.83 | M = 3.47 SD = 0.68 | M = 3.49 SD = 0.76 Range = 1 to 4 |
| I feel excluded from the informal networks in my department. | M = 2.30 SD = 1.05 | M = 2.10 SD = 0.90 | M = 2.21 SD = 0.98 Range = 1 to 4 |
| I encounter unwritten rules concerning how one is expected to interact with colleagues. | M = 2.61 SD = 1.06 | M = 2.59 SD = 0.95 | M = 2.60 SD = 1.00 Range = 1 to 4 |
| Colleagues in my department solicit my opinion about work-related matters (e.g., teaching, research, and service). | M = 3.15 SD = 0.87 | M = 3.10 SD = 0.72 | M = 3.13 SD = 0.80 Range = 1 to 4 |

Differences in responses based on gender statistically significant at $p = .05$ level, they are marked with an asterisk (*) and at the $p < .05$ level, they are marked with a double asterisk (**).

| | | | |
|---|-----------------------|-----------------------|--------------------------------------|
| In my department, I feel that my research is considered mainstream. | M = 2.76 SD = 1.09 | M = 2.60 SD = 0.89 | M = 2.68 SD = 1.00 Range = 1 to 4 |
| I feel that my colleagues value my research. | M = 2.88 SD = 0.86 | M = 2.87 SD = 0.78 | M = 2.87 SD = 0.81 Range = 1 to 4 |

Regarding statements about their participation in the decision-making process in their primary department/unit on a 4-point scale (1=disagree strongly, 4=agree strongly):

| Question | Associate Women | Associate Men | Overall |
|---|-----------------------|-----------------------|--------------------------------------|
| I feel like a full and equal participant in problem-solving and decision-making. | M = 2.97 SD = 1.02 | M = 3.03 SD = 0.93 | M = 3.00 SD = 0.97 Range = 1 to 4 |
| I have a voice in how resources are allocated. | M = 2.52 SD = 0.97 | M = 2.47 SD = 1.01 | M = 2.49 SD = 0.98 Range = 1 to 4 |
| Department meetings allow for all faculty members to share their views. | M = 3.00 SD = 1.12 | M = 3.23 SD = 0.90 | M = 3.11 SD = 1.02 Range = 1 to 4 |
| Committee assignments are rotated fairly to allow for the participation of all faculty. | M = 2.48 SD = 0.94 | M = 2.80 SD = 0.81 | M = 2.63 SD = 0.89 Range = 1 to 4 |
| My department chair/head involves me in decision-making. | M = 2.84 SD = 0.88 | M = 3.00 SD = 0.98 | M = 2.92 SD = 0.93 Range = 1 to 4 |

Tenure Process

Faculty were asked about their experience of the tenure process at NDSU and rated aspects of that process on a 4-point scale (1=disagree strongly, 4=agree strongly):

| Question | Associate Women | Associate Men | Overall |
|---|-----------------------|-----------------------|--|
| I am/was satisfied with the tenure/promotion process overall. | M = 3.39 SD = 0.67 | M = 3.21 SD = 0.79 | M = 3.31 SD = 0.73 Range = 2 to 4 |
| I was told about assistance available to pre-tenure/promotion faculty (e.g., workshops, mentoring). | M = 2.90 SD = 1.04 | M = 2.39 SD = 0.88 | M = 2.66 SD = 0.99 Range = 1 to 4** |
| How supportive was your department/unit the first time you extended or reset your tenure clock? | M = 3.40 SD = 0.55 | M = 3.33 SD = 0.58 | M = 3.38 SD = 0.52 Range = 3 to 4 |

NDSU Programs and Resources

Tenured or tenure-track faculty rated the value of programs on the NDSU campus on a 4-point scale (1=not at all valuable, 4=very valuable):

| Program | Associate Women | Associate Men | Overall |
|---|-----------------------|-----------------------|--|
| FORWARD Allies/Advocates Program | M = 2.12 SD = 1.11 | M = 2.88 SD = 0.99 | M = 2.50 SD = 1.11 Range = 1 to 4** |
| Junior Faculty Cohort Mentoring Program | M = 3.00 SD = 0.89 | M = 2.33 SD = 0.90 | M = 2.74 SD = 0.94 Range = 1 to 4** |

Tenure or tenure-track faculty reported how much the following programs have impacted their experience of the climate at NDSU on a 4-point scale (1=very negatively, 4=very positively):

| Question | Associate Women | Associate Men | Overall |
|----------------------------------|-----------------------|-----------------------|--|
| FORWARD Allies/Advocates Program | M = 2.59 SD = 0.93 | M = 3.36 SD = 0.64 | M = 2.96 SD = 0.89 Range = 1 to 4** |
| Pedagogical Luncheons/Workshops | M = 3.52 SD = 0.57 | M = 3.17 SD = 0.76 | M = 3.34 SD = 0.69 Range = 2 to 4* |

Differences in responses based on gender statistically significant at $p = .05$ level, they are marked with an asterisk (*) and at the $p < .05$ level, they are marked with a double asterisk (**).

Regarding statements about the resources available to them on a 4-point scale (1=disagree strongly, 4=agree strongly):

| Question | Associate Women | Associate Men | Overall |
|---|-----------------------|-----------------------|--|
| I have sufficient teaching support (including T.A.s). | M = 2.45 SD = 0.96 | M = 1.97 SD = 0.98 | M = 2.22 SD = 0.99 Range = 1 to 4** |

Satisfaction with NDSU

Regarding statements about job satisfaction among tenured or tenure-track faculty on a 5-point scale (1=very dissatisfied, 5=very satisfied):

| Question | Associate Women | Associate Men | Overall |
|---|-----------------------|-----------------------|--------------------------------------|
| How satisfied are you with working in academia? | M = 4.33 SD = 0.60 | M = 4.33 SD = 0.88 | M = 4.33 SD = 0.74 Range = 1 to 5 |
| How satisfied are you, in general, with your job at NDSU? | M = 4.15 SD = 0.80 | M = 4.03 SD = 0.89 | M = 4.10 SD = 0.84 Range = 1 to 5 |
| How satisfied are you, in general, with the way your career has progressed at NDSU? | M = 4.21 SD = 0.93 | M = 3.76 SD = 0.99 | M = 4.00 SD = 0.98 Range = 1 to 5 |
| How satisfied are you with your work environment at NDSU? | M = 3.82 SD = 0.95 | M = 3.87 SD = 0.82 | M = 3.84 SD = 0.88 Range = 1 to 5 |

Balancing Personal and Professional Life

Regarding statements about balancing personal and professional lives, tenured and tenure-track faculty on a 4-point scale (1=disagree strongly, 4=agree strongly):

| Question | Associate Women | Associate Men | Overall |
|---|-----------------------|-----------------------|--|
| I often have to forgo family or personal activities because of professional responsibilities. | M = 3.00 SD = 0.66 | M = 2.60 SD = 0.81 | M = 2.81 SD = 0.76 Range = 2 to 4** |

Health

Regarding statements about their personal health, on a 5-point scale (1=very often, 5=rarely):

| Question | Associate Women | Associate Men | Overall |
|---------------------------------|-----------------------|-----------------------|--|
| How often do you feel fatigued? | M = 2.09 SD = 0.84 | M = 2.77 SD = 1.31 | M = 2.41 SD = 1.13 Range = 1 to 5** |
| How often do you feel stressed? | M = 2.21 SD = 0.89 | M = 2.80 SD = 1.27 | M = 2.49 SD = 1.20 Range = 1 to 5** |

Differences in responses based on gender statistically significant at $p = .05$ level, they are marked with an asterisk (*) and at the $p < .05$ level, they are marked with a double asterisk (**).