
2013 NDSU FORWARD Worklife Survey
Results of Tenured and Tenure-track Faculty
Comparisons of Assistant 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, 83 (32.8%) identified as assistant professors. Therefore, the sample for this report is 83 tenure-track assistant professors at NDSU, with 52 identifying as women and 31 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

- Women assistant professors agreed significantly more than men assistant professors that they received reduced responsibilities so they could build their research program.
- Women assistant professors agreed significantly more than men assistant professors that they receive enough internal funding to conduct research; however, women assistant professors reported a greater need for more travel funds.
- Women assistant professors agreed significantly less than men assistant professors that it is difficult for faculty in their department to adjust work schedules to care for children or other family members.

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

- 62.7% of assistant professors identified as women and 37.3 % identified as men.
- 80.8% of women assistant professors and 74.2% of men assistant professors self-identified as “White, not of Hispanic origin” (78.3% overall).
- 55.8% of women assistant professors and 74.2% of men assistant professors said they currently have at least one child 18 years of age and under (62.7% overall).
- 13.5% of women assistant professors and 9.7% of men assistant professors said they have provided care for an aging parent or relative (12.0% overall).
- 17.3% of women assistant professors and 32.3% of men assistant professors said they were recruited to apply for a position at NDSU (22.9% overall).
- 3.8% of women assistant professors and 0% of men assistant professors reported that they currently hold a part time administrative position (2.4% overall).

Climate for Women Faculty

- Regarding statements about climate for women faculty in their primary department/unit, on a 4-point scale (1=disagree strongly, 4=agree strongly):
 - Women assistant professors agreed significantly less than men assistant professors that there are too few women faculty in their department (mean= for women 2.17, for men 2.70, overall 2.35*).

Hiring Process

- Assistant professors 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 assistant professors' decision to accept a position at NDSU were:
 - Climate of department/unit/lab (26.9%)
 - Colleagues in department/unit/lab (26.9%)
 - Opportunities available for spouse/partner (26.9%)
 - The three most common factors that caused women assistant professors to hesitate about accepting a position at NDSU were:
 - Geographic location (50.0%)
 - Opportunities available for spouse/partner (30.8%)
 - Climate for women (28.8%)
 - The three most common factors that contributed to men assistant professors' decision to accept a position at NDSU were:
 - Climate of department/unit/lab (32.3%)
 - Research opportunities (29.0%)
 - Salary and benefits (29.0%)
 - The three most common factors that caused men assistant professors to hesitate about accepting a position at NDSU were:
 - Geographic location (48.4%)
 - Prestige of department/unit/lab (32.3%)
 - Prestige of university (25.8%)

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 assistant professors agreed significantly more than men assistant professors that they received reduced responsibilities so they could build their research program (mean= for women 2.80, for men 2.25, overall 2.60**).
 - 30.8% of women assistant professors and 9.7% of men assistant professors reported that they had extended their tenure clock (22.9% overall).

Leadership

- 30.8% of women assistant professors and 38.7% of men assistant professors indicated that they are interested in taking on a formal leadership position at NDSU (33.7% overall).
 - Among these interested respondents, 19.2% of women assistant professors and 16.1% of men assistant professors indicated that there are barriers preventing them from taking on such a position (18.1% overall).

NDSU Programs and Resources

- Regarding statements about the resources available to them on a 4-point scale (1=disagree strongly, 4=agree strongly):
 - Women assistant professors agreed significantly more than men assistant professors that they receive enough internal funding to conduct research (mean= for women 2.20, for men 1.79, overall 2.05*).

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 assistant professors agreed significantly more than men assistant professors that they would like to receive more travel funds than they do (mean= for women 3.52, for men 3.16, overall 3.38**).

Committee Service

- Regarding statements about serving on or chairing committees:
 - Faculty Search Committee
 - 67.3% of women assistant professors and 64.5% of men assistant professors ever served (66.3% overall).
 - 5.8% of women assistant professors and 6.5% of men assistant professors ever chaired (6.0% overall).
 - Curriculum (graduate or undergraduate)
 - 50.0% of women assistant professors and 54.8% of men assistant professors ever served (51.8% overall).
 - 11.5% of women assistant professors and 16.1% of men assistant professors ever chaired (13.3% overall).
 - Graduate Admissions
 - 38.5% of women assistant professors and 25.8% of men assistant professors ever served (33.7% overall).
 - 7.7% of women assistant professors and 3.2% of men assistant professors ever chaired (6.0% overall).
 - Department Level Committees
 - On average, women assistant professors serve on 2.16 committees and men assistant professors serve on 2.26 committees (overall mean = 2.19).
 - On average, women assistant professors chair 0.26 committees and men assistant professors chair 0.26 committees (overall mean = 0.26).
 - College Level Committees
 - On average, women assistant professors serve on 0.60 committees and men assistant professors serve on 0.81 committees (overall mean = 0.68).
 - On average, women assistant professors chair 0.02 committees and men assistant professors chair 0.10 committees (overall mean = 0.05).
 - University Level Committees
 - On average, women assistant professors serve on 0.66 committees and men assistant professors serve on 0.38 committees (overall mean = 0.57).
 - On average, women assistant professors chair 0.02 committees and men assistant professors chair 0.00 committees (overall mean = 0.02).
- Regarding hours spent attending committee meetings and doing work associated with committee assignments over the past 30 days, women assistant professors reported working slightly more hours when compared to men assistant professors (mean= for women 12.46, for men 10.64, overall 11.79).

Consider Leaving NDSU

- Assistant professors were asked if they had ever considered leaving NDSU based on their work environment.
 - 31 (59.6%) of women assistant professors and 18 (58.1%) of men assistant professors reported that they had considered leaving NDSU, while 19 (36.5%) of women assistant professors and 12 (38.7%) of men assistant professors said that they had not.

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 (**).

- Assistant professors were asked about steps they had taken to leave NDSU:
 - Thinking about leaving (42.3% of women assistant professors, 41.9% of men assistant professors, 42.2% overall).
 - Searching for open positions (36.5% of women assistant professors, 41.9% of men assistant professors, 38.6% overall).
 - Made inquiries about available positions (21.2% of women assistant professors, 29.0% of men assistant professors, 24.1% overall).
 - Applying for a position (30.8% of women assistant professors, 22.6% of men assistant professors, 27.7% overall).
 - Interviewed for a position (13.5% of women assistant professors, 9.7% of men assistant professors, 12.0% overall).
 - Received an offer for a new position (7.7% of women assistant professors, 0% of men assistant professors, 4.8% 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 assistant professors' decision to leave NDSU were:
 - Lack of support for research (25.0%)
 - Climate of department/unit/lab (23.1%)
 - Work/life satisfaction (19.2%)
 - The three most common factors that contributed to women assistant professors' decision to stay at NDSU were:
 - Quality of the community (21.2%)
 - Colleagues in department/unit/lab (17.3%)
 - Salary and benefits (15.4%)
 - The three most common factors that contributed to men assistant professors' decision to leave NDSU were:
 - Salary and benefits (19.4%)
 - Lack of support for research (19.4%)
 - Geographic location (19.4%)
 - The three most common factors that contributed to men assistant professors' decision to stay at NDSU were:
 - Colleagues in department/unit/lab (32.3%)
 - Quality of the community (19.4%)
 - Climate of department/unit/lab (19.4%)

Balancing Personal and Professional Life

- Regarding statements about their primary department/unit's support of work/life balance on a 4-point scale (1=disagree strongly, 4=agree strongly):
 - Women assistant professors agreed significantly less than men assistant professors that it is difficult for faculty in their department to adjust work schedules to care for children or other family members (mean= for women 1.87, for men 2.35, overall 2.04*).

Health

- Regarding statements about their personal health, on a 5-point scale (1=very often, 5=rarely):
 - Women assistant professors agreed significantly more than men assistant professors that they often feel nervous (mean= for women 2.73, for men 3.38, overall 2.96**).

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 A: Demographic Table

Characteristics	Assistant Women		Assistant Men		Overall	
	<u>n</u>	<u>%</u>	<u>n</u>	<u>%</u>	<u>n</u>	<u>%</u>
Race						
Asian	5	9.6	6	19.4	11	13.3
Black/African American	-	-	-	-	-	-
Hispanic or Latino(a)	-	-	-	-	-	-
White	42	80.8	23	74.2	65	78.3
Parenting status						
Children under age 18	29	55.8	23	74.2	52	62.7
Children over age 18	-	-	-	-	-	-
No children	21	40.4	3	9.7	24	28.9
Provided eldercare						
Yes	7	13.5	3	9.7	10	12.0
No	45	86.5	26	83.9	71	85.5
Recruited to NDSU						
Yes	9	17.3	10	32.3	19	22.9
No	42	80.8	21	67.7	63	75.9
Currently hold an administrative position						
Part-time	2	3.8	-	-	2	2.4
None	49	94.2	29	93.5	78	94.0
Interested in a leadership position						
Yes	16	30.8	12	38.7	28	33.7
No	35	67.3	18	58.1	53	63.9

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	Assistant Women	Assistant Men	Overall
There are too few women faculty in my department.	M = 2.17 SD = 1.22	M = 2.70 SD = 1.10	M = 2.35 SD = 1.20 Range = 1 to 4*
My department has identified ways to recruit women faculty.	M = 2.86 SD = 1.05	M = 2.57 SD = 0.99	M = 2.75 SD = 1.03 Range = 1 to 4
My department has actively recruited women faculty.	M = 2.92 SD = 1.02	M = 2.88 SD = 1.19	M = 2.90 SD = 1.08 Range = 1 to 4
The climate for women in my department is good.	M = 3.02 SD = 1.05	M = 2.92 SD = 0.98	M = 2.99 SD = 1.02 Range = 1 to 4
My department has identified ways to enhance the climate for women.	M = 2.61 SD = 1.10	M = 2.55 SD = 1.15	M = 2.59 SD = 1.11 Range = 1 to 4
My department has taken steps to enhance the climate for women.	M = 2.56 SD = 1.08	M = 2.84 SD = 1.17	M = 2.65 SD = 1.03 Range = 1 to 4
My department has too few women faculty in leadership positions.	M = 2.46 SD = 1.09	M = 2.76 SD = 1.13	M = 2.56 SD = 1.11 Range = 1 to 4
My department has identified ways to move women into leadership positions.	M = 2.73 SD = 1.00	M = 2.29 SD = 1.01	M = 2.58 SD = 1.02 Range = 1 to 4
My department has made an effort to promote women into leadership positions.	M = 2.84 SD = 1.05	M = 2.65 SD = 1.03	M = 2.77 SD = 1.04 Range = 1 to 4
My department has developed policies and procedures to support women faculty members.	M = 2.75 SD = 1.10	M = 2.67 SD = 1.02	M = 2.72 SD = 1.07 Range = 1 to 4
My department actively supports women faculty members.	M = 2.88 SD = 1.06	M = 3.08 SD = 0.93	M = 2.94 SD = 1.02 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	Assistant Women	Assistant Men	Overall
I am treated with respect by colleagues.	M = 3.25 SD = 0.86	M = 3.41 SD = 0.83	M = 3.31 SD = 0.85 Range = 1 to 4
I am treated with respect by students.	M = 3.29 SD = 0.75	M = 3.34 SD = 0.81	M = 3.31 SD = 0.77 Range = 1 to 4
I am treated with respect by staff.	M = 3.63 SD = 0.74	M = 3.55 SD = 0.78	M = 3.60 SD = 0.75 Range = 1 to 4
I am treated with respect by my department chair/head.	M = 3.48 SD = 0.87	M = 3.66 SD = 0.77	M = 3.54 SD = 0.84 Range = 1 to 4
I am treated with respect by Dean.	M = 3.65 SD = 0.68	M = 3.62 SD = 0.86	M = 3.64 SD = 0.75 Range = 1 to 4
I feel excluded from the informal networks in my department.	M = 2.35 SD = 1.11	M = 1.97 SD = 1.09	M = 2.21 SD = 1.11 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 (**).

I encounter unwritten rules concerning how one is expected to interact with colleagues.	M = 2.43 SD = 0.96	M = 2.59 SD = 0.91	M = 2.49 SD = 0.94 Range = 1 to 4
Colleagues in my department solicit my opinion about work-related matters (e.g., teaching, research, and service).	M = 3.02 SD = 0.81	M = 2.97 SD = 0.91	M = 3.00 SD = 0.84 Range = 1 to 4
In my department, I feel that my research is considered mainstream.	M = 2.58 SD = 1.01	M = 2.76 SD = 1.12	M = 2.65 SD = 1.05 Range = 1 to 4
I feel that my colleagues value my research.	M = 2.86 SD = 0.94	M = 2.96 SD = 1.00	M = 2.90 SD = 0.95 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	Assistant Women	Assistant Men	Overall
I feel like a full and equal participant in problem-solving and decision-making.	M = 2.78 SD = 0.99	M = 3.10 SD = 0.86	M = 2.90 SD = 0.95 Range = 1 to 4
I have a voice in how resources are allocated.	M = 2.65 SD = 1.06	M = 2.83 SD = 0.89	M = 2.71 SD = 1.00 Range =
Department meetings allow for all faculty members to share their views.	M = 3.19 SD = 0.97	M = 3.10 SD = 0.82	M = 3.16 SD = 0.92 Range =
Committee assignments are rotated fairly to allow for the participation of all faculty.	M = 2.73 SD = 0.97	M = 2.83 SD = 0.93	M = 2.77 SD = 0.95 Range = 1 to 4
My department chair/head involves me in decision-making.	M = 2.98 SD = 1.03	M = 3.07 SD = 0.96	M = 3.01 SD = 1.00 Range =

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	Assistant Women	Assistant Men	Overall
I am/was satisfied with the tenure/promotion process overall.	M = 2.70 SD = 0.80	M = 2.92 SD = 0.76	M = 2.78 SD = 0.79 Range = 1 to 4
I receive/d reduced responsibilities so that I could build my research program.	M = 2.80 SD = 1.06	M = 2.25 SD = 1.24	M = 2.60 SD = 1.15 Range = 1 to 4**
I was told about assistance available to pre-tenure/promotion faculty (e.g., workshops, mentoring).	M = 3.16 SD = 0.81	M = 2.96 SD = 0.79	M = 3.09 SD = 0.80 Range = 1 to 4

NDSU Programs and Resources

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

Question	Assistant Women	Assistant Men	Overall
I receive enough internal funding to conduct my research.	M = 2.20 SD = 0.89	M = 1.79 SD = 0.90	M = 2.05 SD = 0.91 Range = 1 to 4*
I would like to receive more travel funds than I do.	M = 3.52 SD = 0.71	M = 3.16 SD = 0.69	M = 3.38 SD = 0.72 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	Assistant Women	Assistant Men	Overall
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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 (**).

How satisfied are you with working in academia?	M = 4.10 SD = 1.05	M = 4.13 SD = 0.94	M = 4.11 SD = 1.01 Range = 1 to 4
How satisfied are you, in general, with your job at NDSU?	M = 3.71 SD = 1.21	M = 3.83 SD = 1.21	M = 3.76 SD = 1.20 Range = 1 to 4
How satisfied are you, in general, with the way your career has progressed at NDSU?	M = 3.79 SD = 1.19	M = 3.90 SD = 1.08	M = 3.83 SD = 1.15 Range = 1 to 4
How satisfied are you with your work environment at NDSU?	M = 3.46 SD = 1.31	M = 3.40 SD = 1.33	M = 3.44 SD = 1.31 Range = 1 to 4

Balancing Personal and Professional Life

Regarding statements about their own work/life balance on a 4-point scale (1=disagree strongly, 4=agree strongly):

Question	Assistant Women	Assistant Men	Overall
I am usually satisfied with the way in which I balance my professional and personal life.	M = 2.55 SD = 1.08	M = 2.82 SD = 0.95	M = 2.65 SD = 1.04 Range = 1 to 4
I often have to forgo professional activities (e.g., sabbaticals, conferences) because of personal responsibilities.	M = 2.14 SD = 1.08	M = 2.29 SD = 0.86	M = 2.19 SD = 1.01 Range = 1 to 4
I often have to forgo family or personal activities because of professional activities.	M = 2.78 SD = 1.09	M = 2.67 SD = 0.96	M = 2.74 SD = 1.04 Range = 1 to 4

Regarding statements about their primary department/unit's support of worklife balance on a 4-point scale (1=disagree strongly, 4=agree strongly):

Question	Assistant Women	Assistant Men	Overall
It is difficult for faculty in my department to adjust their work schedules to care for children or other family members.	M = 1.87 SD = 0.89	M = 2.35 SD = 1.06	M = 2.04 SD = 0.97 Range = 1 to 4*
Most faculty in my department are supportive of colleagues who want to balance their family and career lives.	M = 3.34 SD = 0.85	M = 3.03 SD = 1.09	M = 3.23 SD = 0.95 Range = 1 to 4
My department has supportive practices for faculty who have a new baby/child in the family.	M = 2.89 SD = 1.13	M = 2.25 SD = 1.04	M = 2.69 SD = 1.12 Range = 1 to 4

Health

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

Question	Assistant Women	Assistant Men	Overall
How often do you feel nervous?	M = 2.73 SD = 1.33	M = 3.38 SD = 1.40	M = 2.96 SD = 1.38 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 (**).