
2013 NDSU FORWARD Worklife Survey
Results of Tenured and Tenure-track Faculty
Comparisons of Full 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, 61 (24.1%) identified as full professors. However, two (3.3%) full professors did not respond to the question about gender and were excluded from the sample for this report; therefore, the sample for this report is 59 tenure-track full professors at NDSU, with 13 identifying as women and 46 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 full professors agreed significantly less than men full professors that their department actively supports women faculty members and that the climate for women in their department is good.
- Women full professors agreed significantly less than men full professors that that their department has identified ways to enhance the climate for women and that their department has taken steps to enhance the climate for women faculty.
- Women full professors agreed significantly less than men full professors that their department has identified ways to move women into leadership positions and that their department has made an effort to promote women into leadership positions.
- Women full professors agreed significantly less than men full professors that they are treated with respect by colleagues and by staff.
- Women full professors agreed significantly more than men full professors that they encounter unwritten rules concerning how they are expected to interact with colleagues in their units.
- Women full professors agreed significantly more than men full professors that they feel that their colleagues value their research.
- Women full professors agreed significantly less than men full professors that they are usually satisfied with the way in which they balance their professional and personal life.
- Women full professors agreed significantly more than men full professors that department meetings frequently occur early (prior to 8:30am) in the morning or late in the day (after 4:30pm), which makes it difficult for them to meet family responsibilities.

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

- 22.0% of full professors identified as women and 78.0% identified as men.
- 76.9% of women full professors and 87.0% of men full professors self-identified as “White, not of Hispanic origin” (84.7% overall).
- 61.5% of women full professors and 34.8% of men full professors said they currently have at least one child 18 years of age and under (40.7% overall).
- 15.4% of women full professors and 26.1% of men full professors said they have children who are older than 18 years of age (23.7% overall). Additionally, 15.4% of women full professors and 23.9% of men full professors said they do not have children (22.0% overall).

- 46.2% of women full professors and 41.3% of men full professors said they have provided care for an aging parent or relative (42.4% overall).
- 23.1% of women full professors and 26.1% of men full professors reported that they currently hold a full-time administrative position (25.4% overall), while 23.1% of women full professors and 21.7% of men full professors reported that they currently hold a part-time administrative position (22.0% overall), and 46.2% of women full professors and 50.0% of men full professors reported that they do not hold an administrative position (49.2% overall).
- 38.5% of women full professors and 28.3% of men full professors said they were recruited to apply for a position at NDSU (30.5% overall).

Departmental Climate

- Regarding statements about climate for, recruitment of, and leadership positions for women faculty in their primary department/unit, on a 4-point scale (1=disagree strongly, 4=agree strongly):
 - Women full professors agreed significantly less than men full professors that their department actively supports women faculty members (mean= for women 3.08, for men 3.54, overall 3.43**).
 - Women full professors agreed significantly less than men full professors that their department has identified ways to recruit women faculty (mean= for women 2.50, for men 3.15, overall 3.02**) and that their department has actively recruited women faculty (mean= for women 2.70, for men 3.37, overall 3.25**).
 - Women full professors agreed significantly less than men full professors that the climate for women in their department is good (mean= for women 2.85, for men 3.44, overall 3.30**).
 - Women full professors agreed significantly less than men full professors that that their department has identified ways to enhance the climate for women (mean= for women 2.42, for men 3.03, overall 2.88*) and that their department has taken steps to enhance the climate for women faculty (mean= for women 2.50, for men 3.14, overall 2.98**).
 - Women full professors agreed significantly less than men full professors that their department has identified ways to move women into leadership positions (mean= for women 2.17, for men 2.78, overall 2.63*) and that their department has made an effort to promote women into leadership positions (mean= for women 2.38, for men 3.03, overall 2.87**).
- Regarding statements about interactions with colleagues and others in their primary department/unit on a 4-point scale (1=disagree strongly, 4=agree strongly):
 - Women full professors agreed significantly less than men full professors that they are treated with respect by colleagues (mean= for women 3.08, for men 3.58, overall 3.47**) and by staff (mean= for women 3.62, for men 3.89, overall 3.83**).
 - Women full professors agreed significantly more than men full professors that they encounter unwritten rules concerning how they are expected to interact with colleagues (mean= for women 2.85, for men 2.11, overall 2.28**).
 - Women full professors agreed significantly less than men full professors that they feel that their colleagues value their research (mean= for women 2.62, for men 3.34, overall 3.18**).

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 full professors' decision to accept a position at NDSU were:
 - Opportunities available for spouse/partner (38.5%)
 - Geographic location (30.8%)
 - Climate of department/unit/lab (23.1%)

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 (**).

- The three most common factors that caused women full professors to hesitate about accepting a position at NDSU were:
 - Geographic location (46.2%)
 - Climate for women (23.1%)
 - Salary and benefits (15.4%)
- The three most common factors that contributed to men full professors' decision to accept a position at NDSU were:
 - Climate of department/unit/lab (28.3%)
 - Colleagues of department/unit/lab (28.3%)
 - Salary and benefits (28.3%)
- The three most common factors that caused men full professors to hesitate about accepting a position at NDSU were:
 - Geographic location (34.8%)
 - Salary and benefits (32.6%)
 - Prestige of university (26.1%)

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 full professors agreed significantly less than men full professors that they were satisfied with the tenure/promotion process overall (mean= for women 2.78, for men 3.40, overall 3.26**).
 - Women full professors agreed significantly less than men full professors that they received feedback on their progress toward tenure/promotion (mean= for women 2.44, for men 3.28, overall 3.08**).

Leadership

- 53.8% of women full professors and 52.2% of men full professors indicated that they are interested in taking on a formal leadership position at NDSU (52.5% overall).
 - Among these interested respondents, 38.5% of women full professors and 21.7% of men full professors indicated that there are barriers preventing them from taking on such a position (25.4% overall).

NDSU Programs and Resources

- 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 full professors agreed significantly less than men full professors that the New Faculty Orientation Program (mean= for women 2.85, for men 3.18, overall 3.09**) have positively impacted their experience of the climate at NDSU.
 - Women full professors agreed significantly more than men full professors that the Women in Research (WIR) Program (mean= for women 3.15, for men 2.55, overall 2.77**) and Advance FORWARD (mean= for women 3.38, for men 2.88, overall 3.00**) have 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 full professors agreed significantly more than men full professors that they would like to receive more travel funds than they do (mean= for women 3.85, for men 3.36, overall 3.47**).

Committee Service

- Regarding statements about serving on or chairing committees:
 - PTE
 - 84.6% of women full professors and 80.4% of men full professors ever served (81.4% overall).
 - 38.5% of women full professors and 52.2% of men full professors faculty ever chaired (49.2% overall).
 - Faculty Search Committee
 - 100.0% of women full professors and 93.5% of men full professors ever served (94.9% overall).
 - 61.5% of women full professors and 84.8% of men full professors ever chaired (79.7% overall).
 - Curriculum (graduate or undergraduate)
 - 92.3% of women full professors and 67.4% of men full professors ever served (72.9% overall).
 - 46.2% of women full professors and 39.1% of men full professors ever chaired (40.7% overall).
 - Graduate Admissions
 - 69.2% of women full professors and 63.0% of men full professors ever served (64.4% overall).
 - 30.8% of women full professors and 37.0% of men full professors ever chaired (35.6% overall).
 - Department Level Committees
 - On average, women full professors serve on 2.67 committees and men full professors serve on 2.25 committees (overall mean = 2.35).
 - On average, women full professors chair 0.82 committees and men full professors chair 0.75 committees (overall mean = 0.76).
 - College Level Committees
 - On average, women full professors serve on 1.09 committees and men full professors serve on 1.03 committees (overall mean = 1.04).
 - On average, women full professors chair 0.43 committees and men full professors chair 0.19 committees (overall mean = 0.23).
 - University Level Committees
 - On average, women full professors serve on 3.27 committees and men full professors serve on 2.15 committees (overall mean = 2.38).
 - On average, women full professors chair 13.44 committees and men full professors chair 0.33 committees (overall mean = 2.79**).
- Regarding hours spent attending committee meetings and doing work associated with committee assignments over the past 30 days, women full professors reported working slightly less hours when compared to men full professors (mean= for women 18.18, for men 19.84, overall 19.50).

Consider Leaving NDSU

- Faculty members were asked if they had ever considered leaving NDSU based on their work environment.
 - 9 (69.2%) of women full professors and 29 (63.0%) of men full professors reported that they had considered leaving NDSU, while 4 (30.8%) of women full professors and 17 (37.0%) of men full professors said that they had not.

- Full professors were asked about steps they had taken to leave NDSU:
 - Thinking about leaving (53.8% of women professors, 45.7% of men professors, 47.5% overall).
 - Searching for open positions (46.2% of women professors, 47.8% of men professors, 47.5% overall).
 - Made inquiries about available positions (46.2% of women professors, 30.4% of men professors, 33.9% overall).
 - Applying for a position (46.2% of women professors, 34.8% of men professors, 37.3% overall).
 - Interviewed for a position (38.5% of women professors, 34.8% of men professors, 35.6% overall).
 - Received an offer for a new position (30.8% of women professors, 21.7% of men professors, 23.7% 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 full professors' decision to leave NDSU were:
 - Climate of department/unit/lab (38.5%)
 - Lack of support for research (30.8%)
 - Work/life satisfaction (30.8%)
 - The three most common factors that contributed to women full professors' decision to stay at NDSU were:
 - Geographic location (23.1%)
 - Colleagues in department/unit/lab (15.4%)
 - Quality of the community (15.4%)
 - The three most common factors that contributed to men full professors' decision to leave NDSU were:
 - Salary and benefits (23.9%)
 - Lack of support for research (19.6%)
 - Workload allocation (17.4%)
 - The three most common factors that contributed to men full professors' decision to stay at NDSU were:
 - Colleagues in department/unit/lab (17.4%)
 - Work/life satisfaction (17.4%)
 - Quality of the community (15.2%)

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 full professors agreed significantly less than men full professors that they are usually satisfied with the way in which they balance their professional and personal life (mean= for women 2.38, for men 3.09, overall 2.93**).

- 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 full professors agreed significantly more than men full professors that department meetings frequently occur early (prior to 8:30am) in the morning or late in the day (after 4:30pm), which makes it difficult for them to meet family responsibilities (mean= for women 1.38, for men 1.07, overall 1.14**).
- Regarding statements about their spouse/partner and work life balance on a 4-point scale (1=disagree strongly, 4=agree strongly):
 - Women full professors agreed significantly less than men full professors that they (along with their partner/spouse) are staying in Fargo/Moorhead because of their job (mean= for women 2.20, for men 3.31, overall 3.10**).

Health

- Regarding statements about their personal health, on a 5-point scale (1=very often, 5=rarely):
 - Women full professors agreed significantly more than men full professors that they often feel stressed (mean= for women 2.00, for men 2.87, overall 2.68**), nervous (mean= for women 3.25, for men 3.96, overall 3.81**), depressed, (mean= for women 3.58, for men 4.31, overall 4.16**), and physically fit (mean= for women 2.83, for men 3.64, overall 3.47**).

Appendix A: Demographic Table

Characteristics	Full Women		Full Men		Overall	
	<u>n</u>	<u>%</u>	<u>n</u>	<u>%</u>	<u>n</u>	<u>%</u>
Race						
Asian	3	23.1	2	4.3	5	8.5
Black/African American	-	-	1	2.2	1	1.7
Hispanic or Latino(a)	-	-	-	-	-	-
White	10	76.9	40	87.0	50	84.7
Parenting status						
Children under age 18	8	61.5	16	34.8	24	40.7
Children over age 18	2	15.4	12	26.1	14	23.7
No children	2	15.4	11	23.9	13	22.0
Provided eldercare						
Yes	6	46.2	19	41.3	25	42.4
No	7	53.8	27	58.7	34	57.6
Recruited to NDSU						
Yes	5	38.5	13	28.3	18	30.5
No	8	61.5	33	71.7	41	69.5
Currently hold an administrative position						
Full-time	3	23.1	12	26.1	15	25.4
Part-time	3	23.1	10	21.7	13	22.0
None	6	46.2	23	50.0	29	49.2
Interested in a leadership position						
Yes	7	53.8	24	52.2	31	52.5
No	6	46.2	20	43.5	26	44.1

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	Full Women	Full Men	Overall
My department actively supports women faculty members.	M = 3.08 SD = 0.90	M = 3.54 SD = 0.55	M = 3.43 SD = 0.67 Range = 2 to 4**
My department has identified ways to recruit women faculty.	M = 2.50 SD = 0.85	M = 3.15 SD = 0.81	M = 3.02 SD = 0.85 Range = 1 to 4**
My department has actively recruited women faculty.	M = 2.70 SD = 1.16	M = 3.37 SD = 0.73	M = 3.25 SD = 0.85 Range = 1 to 4**
The climate for women in my department is good.	M = 2.85 SD = 0.90	M = 3.44 SD = 0.77	M = 3.30 SD = 0.83 Range = 1 to 4**
My department has identified ways to enhance the climate for women.	M = 2.42 SD = 1.08	M = 3.03 SD = 0.88	M = 2.88 SD = 0.96 Range = 1 to 4*
My department has taken steps to enhance the climate for women.	M = 2.50 SD = 1.17	M = 3.14 SD = 0.75	M = 2.98 SD = 0.90 Range = 1 to 4**
My department has identified ways to move women into leadership positions.	M = 2.17 SD = 1.27	M = 2.78 SD = 0.80	M = 2.63 SD = 0.96 Range = 1 to 4*
My department has made an effort to promote women into leadership positions.	M = 2.38 SD = 0.87	M = 3.03 SD = 0.80	M = 2.87 SD = 0.86 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	Full Women	Full Men	Overall
I am treated with respect by colleagues.	M = 3.08 SD = 0.86	M = 3.58 SD = 0.58	M = 3.47 SD = 0.68 Range = 1 to 4**
I am treated with respect by staff.	M = 3.62 SD = 0.65	M = 3.89 SD = 0.32	M = 3.83 SD = 0.43 Range = 2 to 4**
I encounter unwritten rules concerning how one is expected to interact with colleagues.	M = 2.85 SD = 0.69	M = 2.11 SD = 0.96	M = 2.28 SD = 0.95 Range = 1 to 4**
I feel that my colleagues value my research.	M = 2.62 SD = 0.77	M = 3.34 SD = 0.83	M = 3.18 SD = 0.87 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	Full Women	Full Men	Overall
I feel like a full and equal participant in problem-solving and decision-making.	M = 2.85 SD = 0.99	M = 3.36 SD = 0.86	M = 3.24 SD = 0.90 Range = 1 to 4
I have a voice in how resources are allocated.	M = 2.92 SD = 1.04	M = 3.00 SD = 1.09	M = 2.98 SD = 1.07 Range = 1 to 4
Department meetings allow for all faculty members to share their views.	M = 3.00 SD = 0.71	M = 3.47 SD = 0.84	M = 3.36 SD = 0.83 Range = 1 to 4
Committee assignments are rotated fairly to allow for the participation of all faculty.	M = 2.85 SD = 0.99	M = 3.23 SD = 0.91	M = 3.14 SD = 0.93 Range = 1 to 4
My department chair/head involves me in decision-making.	M = 3.00 SD = 0.95	M = 3.25 SD = 0.97	M = 3.20 SD = 0.96 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 (**).

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	Full Women	Full Men	Overall
I am/was satisfied with the tenure/promotion process overall.	M = 2.78 SD = 0.67	M = 3.40 SD = 0.77	M = 3.26 SD = 0.79 Range = 1 to 4**
I receive/d feedback on my progress toward tenure/promotion.	M = 2.44 SD = 1.01	M = 3.28 SD = 0.88	M = 3.08 SD = 0.97 Range = 1 to 4**

NDSU Programs and Resources

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	Full Women	Full Men	Overall
New Faculty Orientation	M = 2.85 SD = 0.56	M = 3.18 SD = 0.45	M = 3.09 SD = 0.49 Range = 2 to 4**
Women in Research (WIR)	M = 3.15 SD = 0.38	M = 2.55 SD = 0.91	M = 2.77 SD = 0.81 Range = 1 to 4**
Advance FORWARD	M = 3.38 SD = 0.65	M = 2.88 SD = 0.98	M = 3.00 SD = 0.93 Range = 1 to 4**

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

Question	Full Women	Full Men	Overall
I would like to receive more travel funds than I do.	M = 3.85 SD = 0.38	M = 3.36 SD = 0.96	M = 3.47 SD = 0.88 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	Full Women	Full Men	Overall
How satisfied are you with working in academia?	M = 4.38 SD = 0.77	M = 4.67 SD = 0.52	M = 4.60 SD = 0.59 Range = 3 to 5
How satisfied are you, in general, with your job at NDSU?	M = 3.85 SD = 0.99	M = 4.20 SD = 0.81	M = 4.12 SD = 0.85 Range = 2 to 5
How satisfied are you, in general, with the way your career has progressed at NDSU?	M = 4.08 SD = 0.86	M = 4.17 SD = 0.95	M = 4.15 SD = 0.93 Range = 1 to 5
How satisfied are you with your work environment at NDSU?	M = 3.92 SD = 0.95	M = 3.93 SD = 0.93	M = 3.93 SD = 0.92 Range = 1 to 5

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):

Question	Full Women	Full Men	Overall
I am usually satisfied with the way in which I balance my professional and personal life.	M = 2.38 SD = 0.87	M = 3.09 SD = 0.94	M = 2.93 SD = 0.96 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 (**).

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

Question	Full Women	Full Men	Overall
Department meetings frequently occur early (prior to 8:30am) in the morning or late in the day (after 4:30pm), which makes it difficult for me to meet family responsibilities.	M = 1.38 SD = 0.65	M = 1.07 SD = 0.26	M = 1.14 SD = 0.40 Range = 1 to 4**

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

Question	Full Women	Full Men	Overall
My partner/spouse and I are staying in Fargo/Moorhead because of my job.	M = 2.20 SD = 1.03	M = 3.31 SD = 0.90	M = 3.10 SD = 1.02 Range = 1 to 4**

Health

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

Question	Full Women	Full Men	Overall
How often do you feel stressed?	M = 2.00 SD = 0.74	M = 2.87 SD = 1.10	M = 2.68 SD = 1.09 Range = 1 to 5**
How often do you feel nervous?	M = 3.25 SD = 1.14	M = 3.96 SD = 1.04	M = 3.81 SD = 1.09 Range = 1 to 5**
How often do you feel depressed?	M = 3.58 SD = 1.24	M = 4.31 SD = 0.85	M = 4.16 SD = 0.98 Range = 1 to 5**
How often do you feel physically fit?	M = 2.83 SD = 1.27	M = 3.64 SD = 1.07	M = 3.47 SD = 1.15 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 (**).