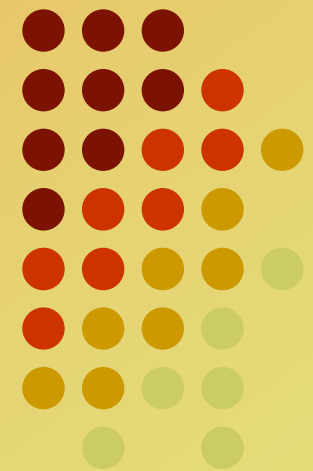


AdvanceVT Faculty Work-Life Survey Findings

Commission on Equal
Opportunity and Diversity
May 4, 2009

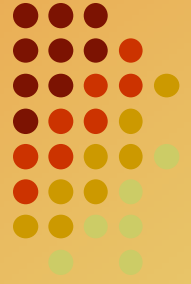


AdvanceVT Overview



- *AdvanceVT* began in 2003 with a five year grant from the National Science Foundation to increase the number and success of women faculty in the sciences and engineering
- Focus of *AdvanceVT* is institutional transformation
- Programs and policies designed to enable all faculty to achieve their potential
- Virginia Tech is one of 39 universities nationwide to receive grants

Survey Background



- Online questionnaire examined perceptions of university and departmental climate, leadership, work/life balance, productivity
- Most questions agree/disagree, 4 point scale
- Administered spring 2005 and fall 2008
- Focus on full-time instructional faculty
- Identify areas of significant difference between groups
 - Gender, tenure status, race/ethnicity, college, department

Survey Respondents



- 2005 survey
 - 810 tenured and tenure-track faculty, 59%
- 2008 survey
 - 700 tenured and tenure-track faculty, 53%
- Comparisons of Respondents
 - Similar in college, gender and ethnic breakdown
 - Slightly higher proportion of pre-tenure faculty in 2008

Analyzing Survey Results



- Scales are clusters of related questions developed to identify major constructs; in this case, constructs related to faculty work-life and satisfaction.
- Conclusions based on groups of related items are more valid than responses to any single question.
- “Scale score”: Responses to individual questions in the scale are summed and a mean score derived for the scale.

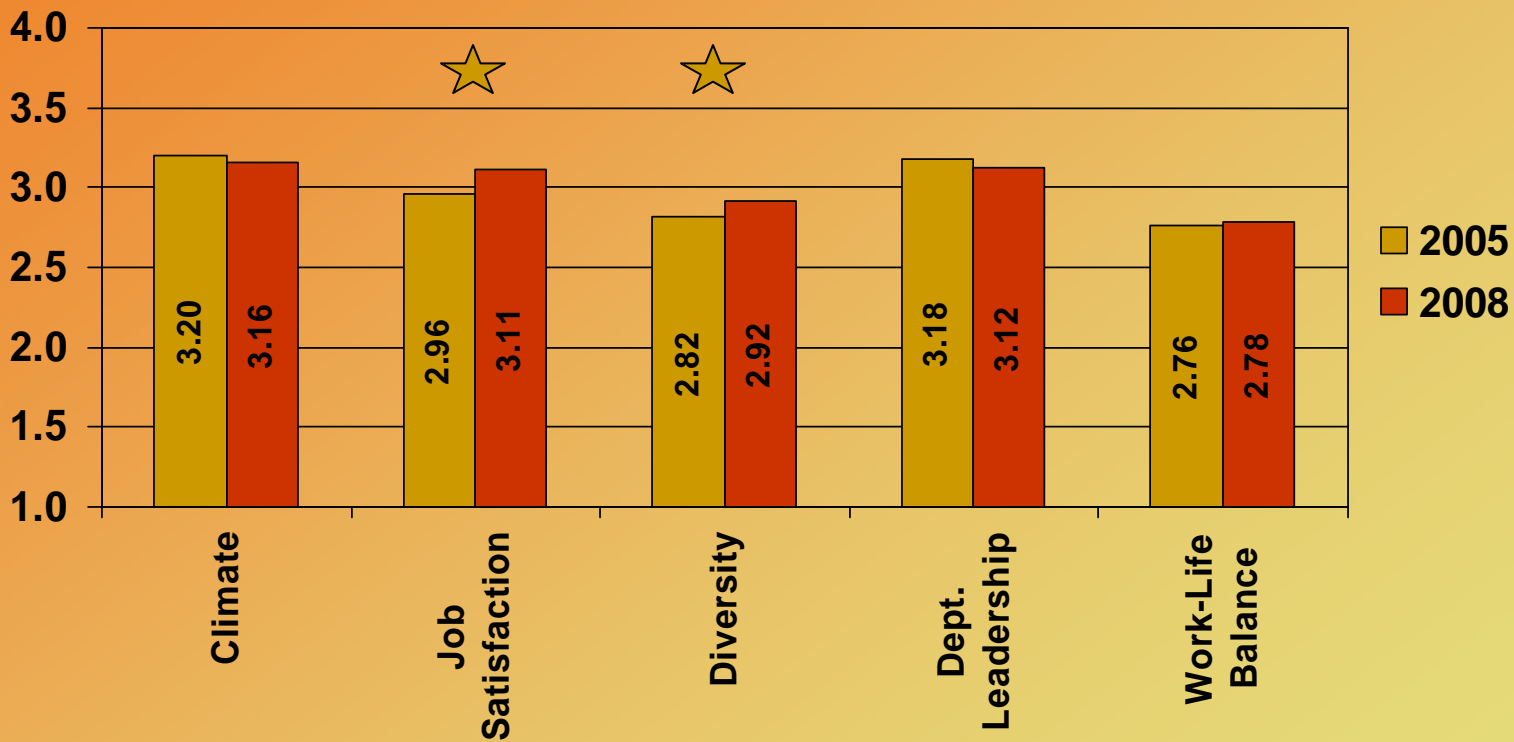
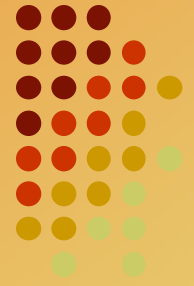
Means 1 - 2



Means 3 - 4

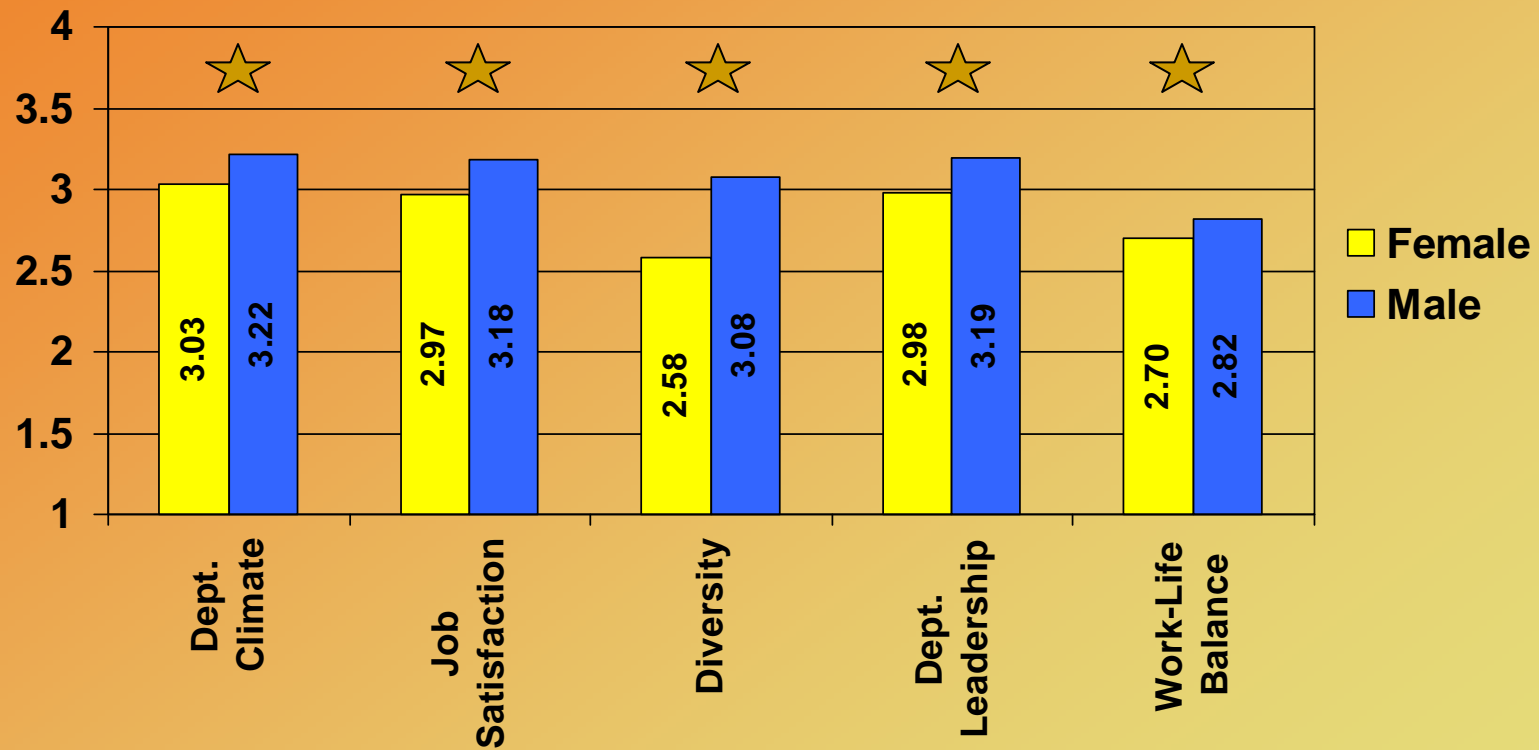
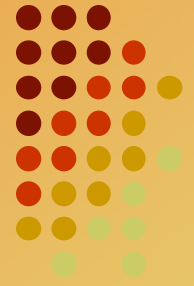


Scale Score Means 2005 vs. 2008



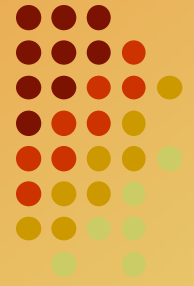
★ Indicates statistically significant difference between 2005 and 2008 responses

2008 Differences by Gender



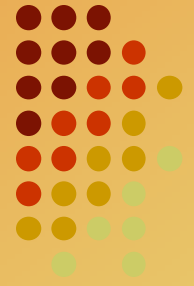
★ Indicates statistically significant difference between female and male in 2008 responses

2008 Differences by Race/Ethnicity and Tenure Status



- Ethnicity
 - **Caucasian** faculty had **significantly higher** means than **Hispanic** faculty on **all five scales**.
 - **Caucasian** faculty had **significantly higher** means than **Black** faculty on **work-life balance, job satisfaction, and diversity**.
 - **Caucasian** and **Asian/Pacific Islander** faculty had **no significant differences** on any of the five scales.
- Tenure Status
 - **Tenured faculty** had **significantly higher** means than pre-tenure faculty on **work-life balance**.

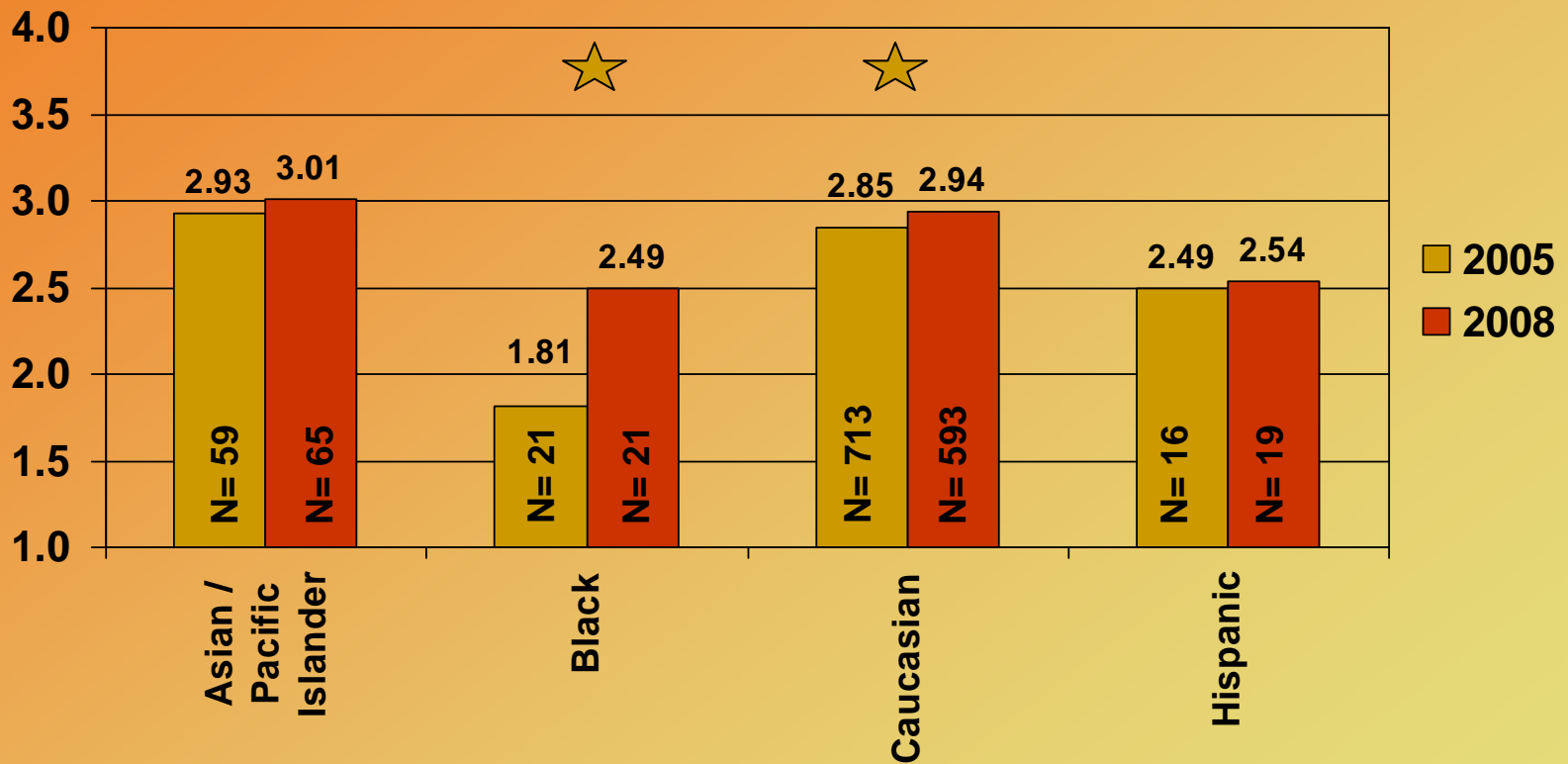
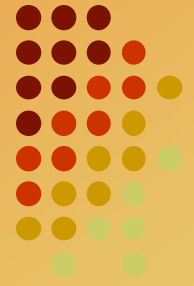
Diversity Scale (9 Items)



- Measures faculty perceptions of equity and fair treatment regardless of race, gender, sexual orientation and disability.
- Sample items:
 - In general, the Virginia Tech campus is free of intimidation, harassment, and discrimination.
 - Faculty members are treated fairly regardless of gender.
 - There is accountability for racist behavior.

Diversity

Scale Score Means, 2005 vs. 2008

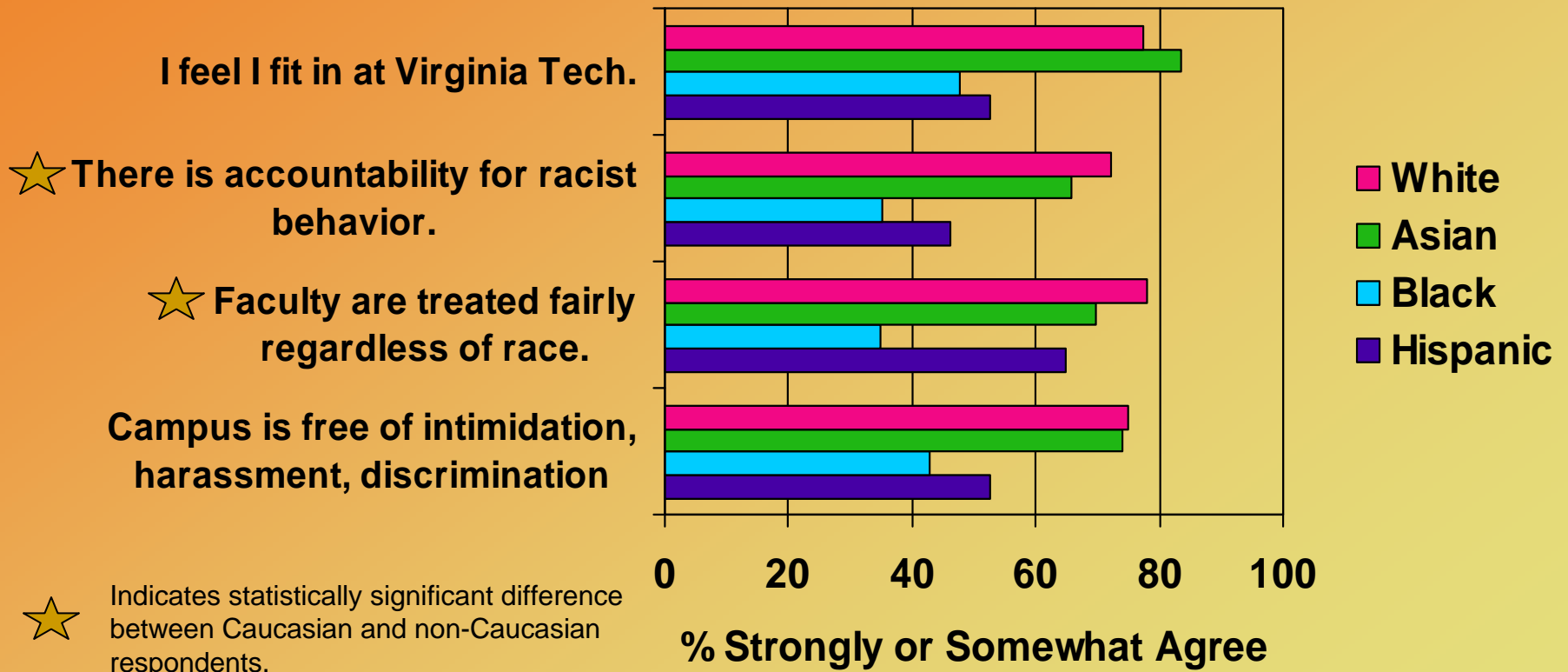


★ Indicates statistically significant difference between 2005 and 2008

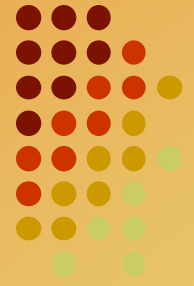
There are variations by race in perceptions of the *university* climate.



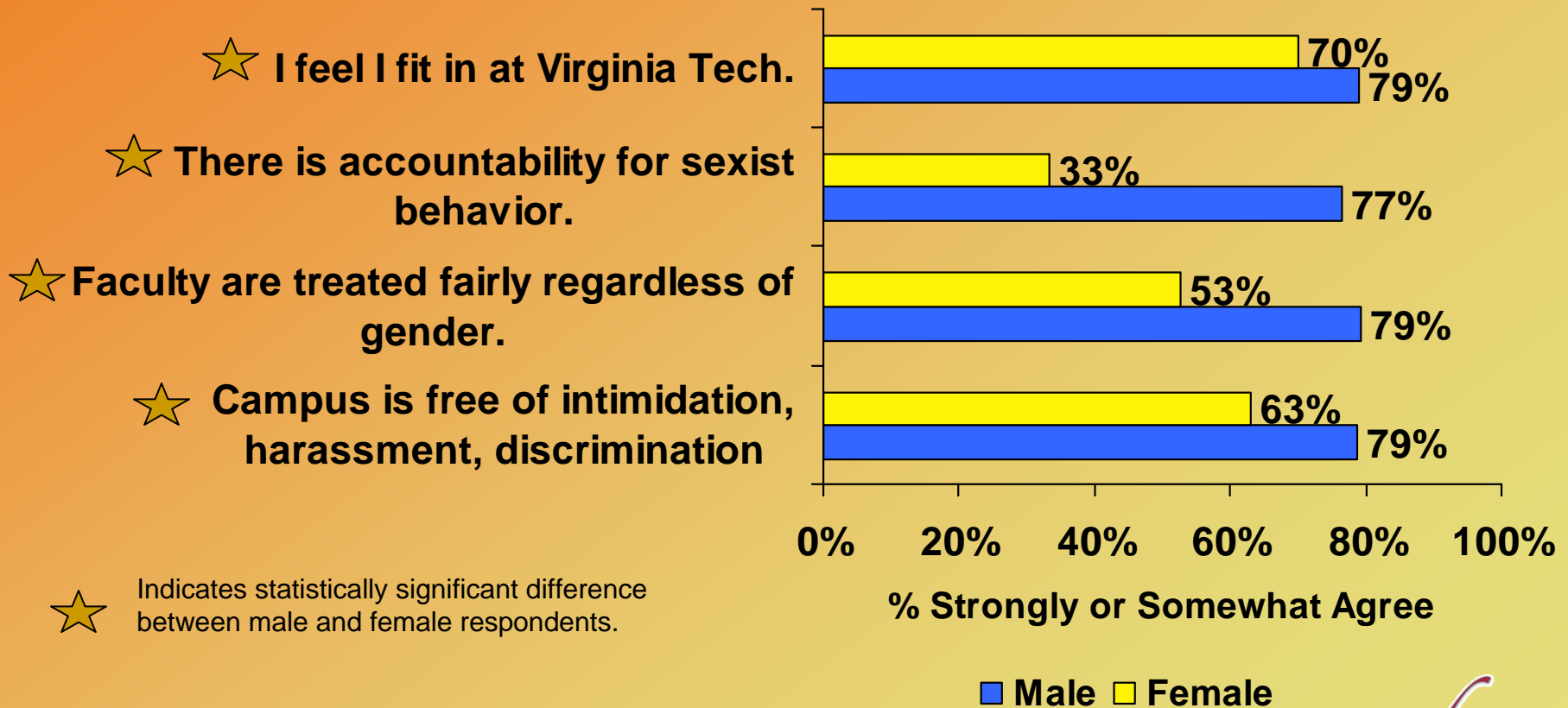
2008 Survey Responses



There are significant differences by gender in perceptions of the *university* climate.



2008 Survey Responses



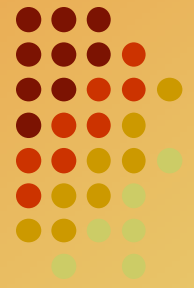
★ Indicates statistically significant difference between male and female respondents.

There are significant differences by race in some *department* climate items (2008).



Questionnaire Items & Percent Agree/Strongly Agree	White	Asian	Black	Hispanic
2m. Other faculty in my department seem to know about policies or opportunities of which I am unaware.	29.4%	31.6%	66.7%	63.2%
2dd. My department is supportive of the success of faculty members of all races	92.3%	87.9%	80.0%	75.0%
2vv. Women and members of underrepresented groups are well represented among those who are nominated for awards	81.5%	80.4%	47.4%	46.7%

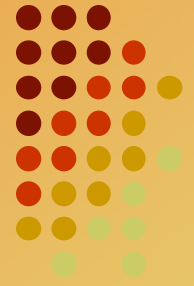
Regardless of race, views of *department* climate are relatively positive (2008).



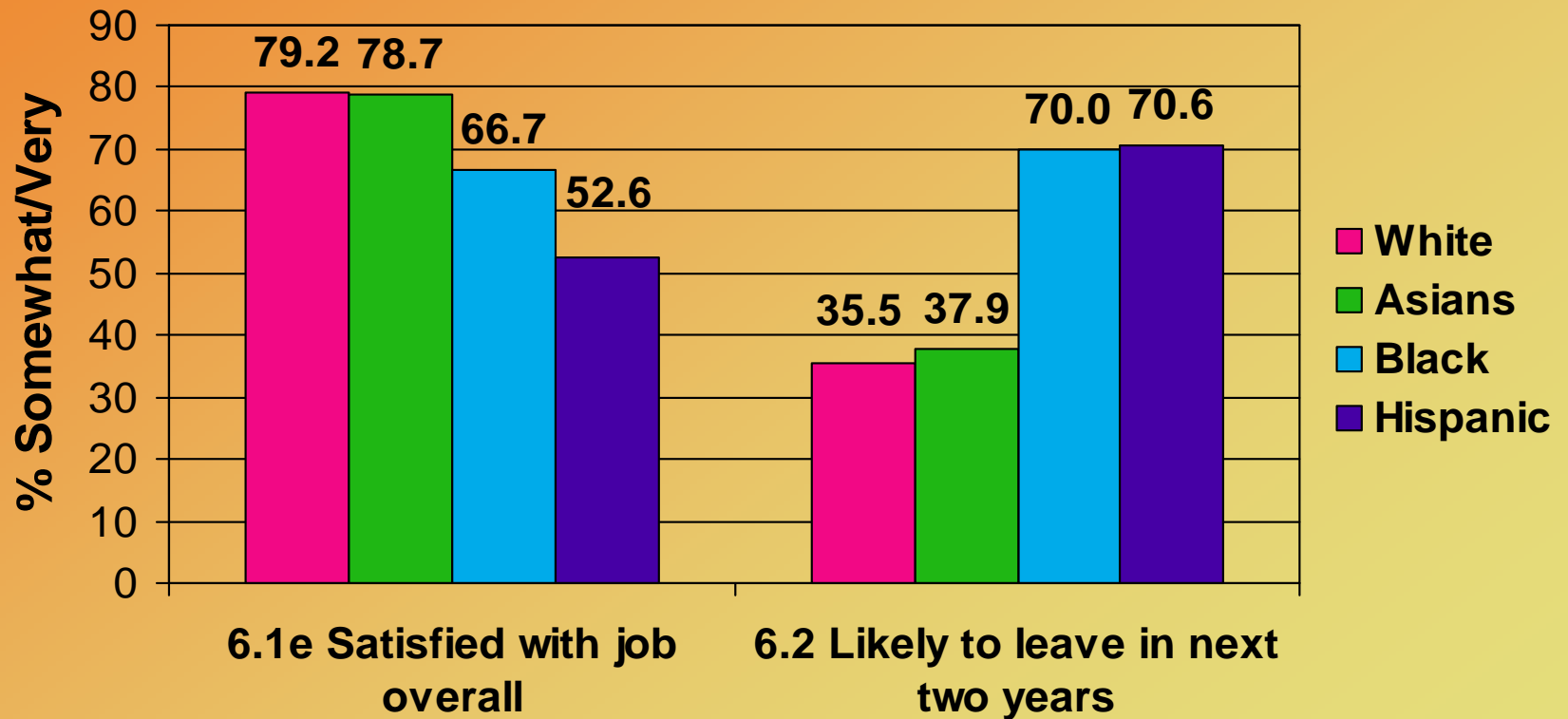
Questionnaire Items & Percent Agree/Strongly Agree	White	Asian	Black	Hispanic
2a. My department at Virginia Tech is a good place to work.	81.6%	87.7%	85.7%	79.0%
2g. I am treated with respect by other faculty members in my department.	83.0%	90.5%	76.2%	63.2%
2n. I am treated fairly by the administration in my department.	81.1%	83.1%	85.0%	77.8%
2v. I am recognized for the contributions I make to the department.	76.5%	76.6%	84.2%	66.7%

Differences are not statistically significant.

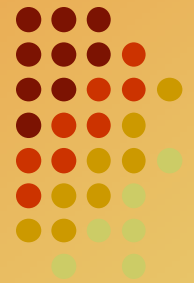
There are variations by race in job satisfaction and intent to leave.



2008 Survey Responses



2005 vs. 2008 Comparison: Recruiting



Indications of Effective Recruiting <i>I have served on a search committee and</i>	2005	2008
<i>Contacted a colleague outside of VT for help to identify women and minority candidates.</i>	51.4%	56.3%
<i>Encouraged a woman or minority candidate to apply for a position at VT.</i>	67.6%	70.6%
<i>Invited a woman or minority scholar to VT to give a talk as a pre-recruitment effort.</i>	22.0%	24.2%
<i>Asked to meet women or minority doctoral students when visiting other campuses.</i>	14.4%	15.6%
<i>Identified a woman or minority candidate at a conference or another professional setting.</i>	45.8%	44.5%

2005 vs. 2008 Comparison: Changes in Perceptions of Diversity



Percent strongly or somewhat agree	2005	2008
<i>1ff. I have participated in activities that promote diversity at Virginia Tech in the past year.</i>	74.0%	80.2%
<i>1jj. The recruitment of women and minority faculty members is a top priority at VT.</i>	53.8%	55.5% w 58.1% m
<i>2vv. Women and minorities are well-represented among those in my department who are nominated for awards and honors.</i>	78.0%	79.4%
<i>2ww. Faculty in my department are asked to document their participation in diversity initiatives.</i>	37.0%	NA
<i>2.1 Last year I reported at least one contribution to diversity on my annual faculty activity report.</i>	NA	69.3%

Key Conclusions, 2008



- Perceptions of diversity were slightly but significantly more positive in 2008 than in 2005.
- Women, Blacks, and Hispanics generally have less positive views than men and Caucasian faculty.





More Information

- http://www.advance.vt.edu/Measuring_Progress/Faculty_Work_Life_Survey.html
- http://www.advance.vt.edu/Measuring_Progress/Faculty_Survey_2005/Minority_Survey_Report_Final.pdf

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