Exec Summary for SCSWF Survey Results

January 20, 2015

The survey was deployed on 10/8/14 and was open for ~ 2 weeks (closed 10/23/14). It was sent to the academic faculty listserv, which serves regular, special, and STA faculty. In addition, members of the standing committee sent individual reminders to their colleges during the 2 week period. The survey contained 4 questions, 2 on demographics (gender and home college), 1 on priorities, and 1 open ended feedback/comment question. Our major goal was to get feedback from faculty on what they thought the Standing Committee on the Status of Women Faculty (SCSWF) should be focused on to improve the climate for women faculty at CSU. The SCSWF had identified 6 broad areas that we, as a committee, felt were important, and we wanted to see if faculty also felt these were high priority. Along with that, I would say we were interested in knowing if there were some of these that were perceived as being of higher priority than others (although all were considered high priority by the committee, we really wanted to be able to focus our work in both the near term and the long term). In addition, we wanted to provide an opportunity for faculty to provide members of the committee with any additional feedback, issues, concerns, other priorities, etc. that they were interested in seeing the committee address.

Quantitative results

- 601 respondents, for an overall response rate of ~40%, which is well above average for faculty surveys
- Gender breakdown was respondents self-identifying as ~2/3 women, ~1/3 men, with a small percentage (3.6%) preferring not to answer.
- By college,
  - CLA dominated the responses with ~31% of the survey respondents;
  - Vet Med was responsible for another 17%;
  - COB, CNS, HHS and Ag collectively were another 40% of the survey respondents,
  - WCNR, Libraries rounding out the mix (12% of respondents, combined)
- One question probed, using a 5 point scale, the priority (lower to highest) of the 6 issues identified by the SCSWF, namely:
  - Gender issues associated with the Tenure & Promotion process
  - Salary equity and fairness
  - Criteria for evaluation, including issues of bias and fairness
  - Universal parental leave policy for faculty
  - Work-life balance issues
  - Overall climate/culture issues associated with gender
- A majority of respondents
  - Ranked “salary equity and fairness” as a very high priority (4.22/5),
  - Cited criteria for evaluation, parental leave, and tenure & promotion of next highest priority
  - Climate and work-life balance were ranked slightly lower
All 6 of the identified issues had a ranking of 3.3 or higher on a 5 point scale, suggesting the committee has indeed identified several very high priority issues that need to be addressed on the CSU campus.

- These rankings change a little when you consider just women or just men:
  - **Women** ranked salary equity and fairness as a 4.45/5 with criteria for evaluation at a very clear second of 3.74, T&P at 3.53, and parental leave at 3.41, with work-life balance and overall climate slightly lower at 3.30 and 3.35, respectively.
  - **Men** ranked salary equity at a 3.85, with parental leave in second at 3.73, work-life balance in 3rd at 3.38, almost tied with criteria for evaluation at 3.34, with T&P and overall climate nearly tied at 3.26 and 3.29, respectively.

- They also change a little when you look by college (although these differences should probably not be emphasized); some observations include:
  - Parental leave ranked #1 by COE (3.82), also note that 73% of the respondents from COE were men.
  - Salary ranked #1 by CLA (4.47); with parental leave 2nd (3.90), also note that 72% of CLA respondents were women.
  - CVMBS ranked parental leave last (2.92) as did libraries (2.81)
  - WCNR ranked parental leave second (3.57)
  - Work-life balance was lowest for COB (2.98)

**Feedback and Comments – Qualitative Results**

An astonishing 175 respondents provided comments through the open ended question on the survey. There were some broad categories of comments that the committee put together:

- Lots of “thanks” and “good luck” – pretty much across colleges – faculty really did see the value of doing something and appreciate the administration’s focus on women faculty. Many are truly hoping something real comes out of the work of the committee.
- Some additional broadly described areas where there were multiple comments include:
  - Importance of all issues – must attack all of the issues identified by the committee and that really climate and culture are the key to changing the lives of women faculty
  - Issues with the upper administration – trust is a really big issue for many faculty. Comments in this category basically suggest that there is no faith that things will change as the upper administration will not follow through on promises.
  - NTT faculty – many faculty commented on the plight of non-tenure track faculty, with respect to pay as well as workload and job stability. The issue of “voice” for NTT also was raised by many faculty
  - Salary equity and fairness issues – comments here ranged from the uniformed to issues associated with specific situations as well as issues with lower pay in some fields over others to salary issues tied to annual evaluation metrics and workload assignments that are perceived as unfair and/or not “counting” the work done by female faculty
  - Parental leave – issues here had to do largely with having to negotiate with individual department heads/chairs for both leave and workload distribution;
available child care; fairness with respect to male-female parental leave; lack of university-wide policy

- **Culture/climate and old boys network** – many faculty noted that within their specific units (colleges/departments) the old boys network dominates day-to-day activity. There is a very real sense that this also persists throughout the administration and that some high profile positions are being filled without a real search process. The decrease in the number of female deans and the lack of female department chairs was also noted by several faculty. Many faculty sense that there is a lot of lip service to diversity (especially with respect to gender and race) from the administration but that this is not translating into things that change their every-day experiences. Effectively, it is perceived that until the administration calls out bad behavior at every turn, this will not change.

- In general, if you break it down by college, it appears that these issues can be somewhat grouped by college. Based on the numbers of comments,
  - NTT faculty concerns are of greatest interest in CLA
  - Culture/climate is of greatest concern in WCNR (all comments speak to this) and CVMBS. However, this is also a serious issue for COB HHS, and CNS.
  - Distrust of the administration was pretty high in CLA and CAS
  - Parental leave was highly mentioned in comments from both CLA, CNS
  - Salary issues were of note for CVMBS and CAS

- Some additional comments were essentially individual axes to grind, but contained some good nuggets. In many instances, respondents were pointing out other groups that may need similar types of assistance (postdocs, persons with disabilities, transgendered, single people, older faculty, etc.)

- An additional category comes under the label of a mixture of issues making sure we don’t get into a reverse discrimination situation, ignorance issues (e.g. “Will we still be able to fire underperforming females?”), and more general/specific things like are we going to publish the results, baby changing stations, etc.