
University of North Texas 2016 Worklife Survey
Results from the College of Engineering

Introduction

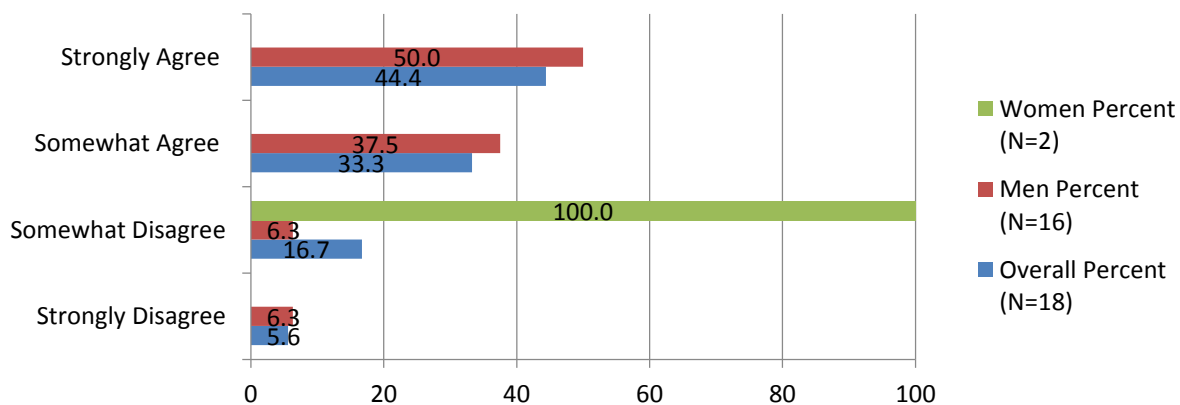
The faculty worklife/departmental climate survey is part of a PLAN D Project funded by the National Science Foundation in partnership with North Dakota State University. This survey collected data on worklife satisfaction and departmental climate from faculty in colleges of engineering. Survey data were collected from those in the College of Engineering at the University of North Texas from March 9 to March 23, 2016 via an on-line survey. Of the 18 faculty who responded to the survey, 16 (88.9%) identified as men and 2 (11.1%) identified as women. Based on the total number of faculty at the University of North Texas in the College of Engineering (N=74, 10 women and 64 men), the response rate for this survey was 24.3%. A description of the sample can be found in Appendix A, on page 15 and 16. When differences in responses based on gender were found to be statistically significant at the $p \leq .05$ level, they are marked with an asterisk (*), at the $p \leq .01$ level are marked with a double asterisk (**) and at the $p \leq .001$ level are marked with a triple asterisk (***)

Executive Summary

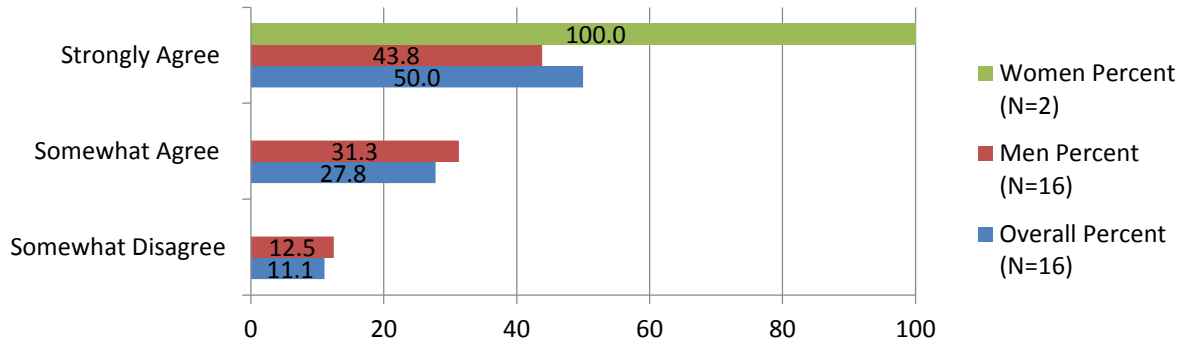
- Women faculty were significantly less likely than men faculty to report that they are treated with respect by students (p. 2), and staff (p. 2).
- Women faculty were significantly more likely than men faculty to report that they feel excluded from the informal networks in their department. (p. 3) and encounter unwritten rules within their department (p. 3).
- Only men faculty members reported that they have considered leaving the University of North Texas in order to achieve better balance between work and personal life (p. 8).
- Only men faculty members reported that they often have to forgo professional activities (e.g., sabbaticals, conferences) because of personal responsibilities (p. 8).
- Only men faculty members reported that it is difficult for faculty in their department to adjust their work schedules to care for children or other family members (p. 9).
- Women faculty were significantly less likely than men faculty to report that their department is supportive of family leave (p. 9).
- Women faculty were significantly more likely than men faculty to report that faculty who have children are considered by faculty in their department to be less committed to their careers (p. 10).
- 12.5% of the men surveyed indicated plans to attend the ally training offered at their university.

Departmental Climate

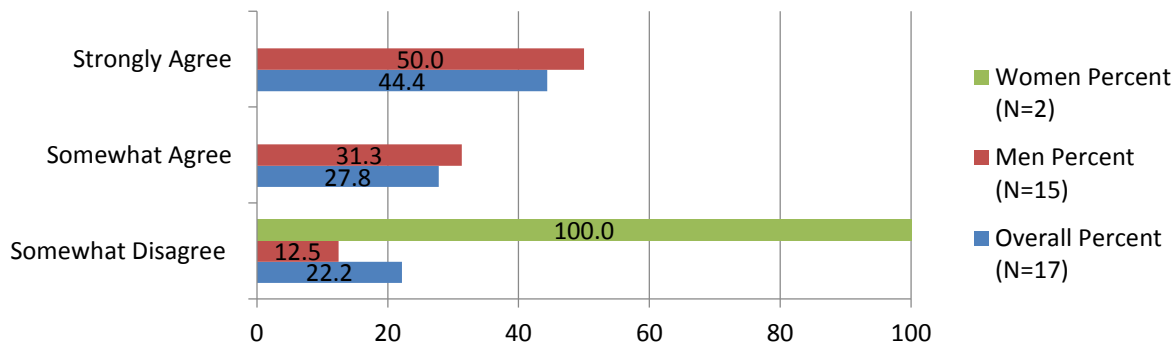
I am treated with respect by male colleagues.



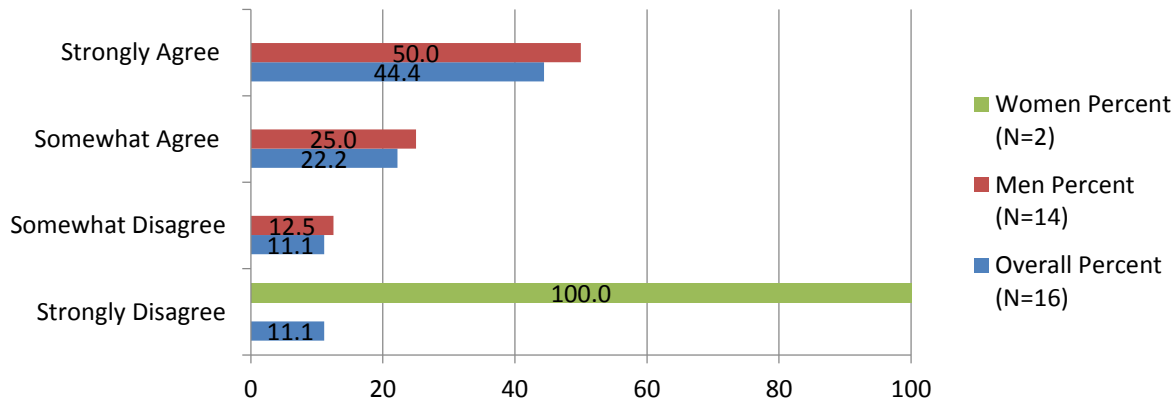
I am treated with respect by female colleagues.



*I am treated with respect by students.**

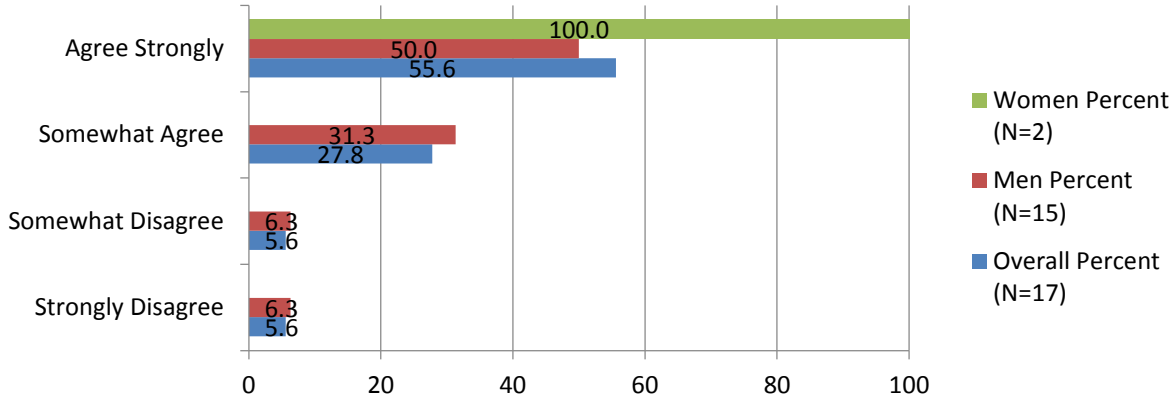


*I am treated with respect by staff.****

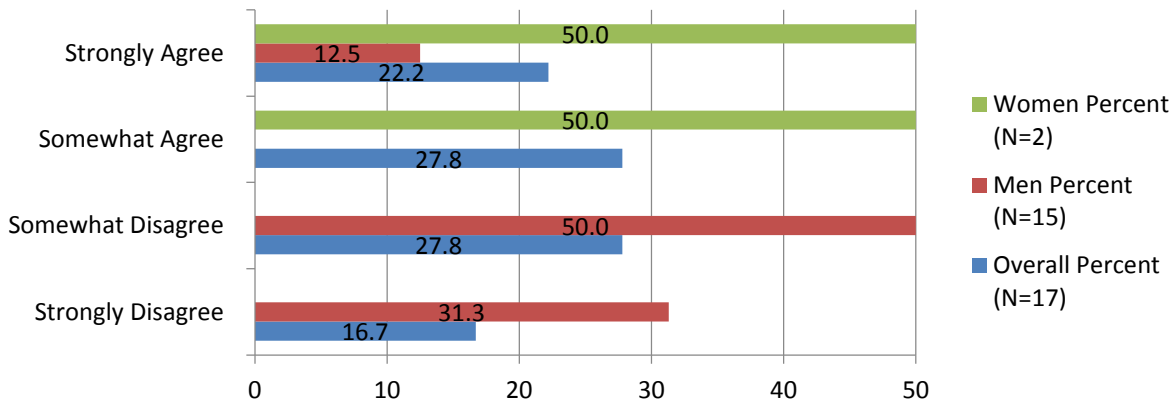


Differences in responses based on gender at the $p \leq .05$ level, they are marked with an asterisk (*), at the $p \leq .01$ level are marked with a double asterisk (**) and at the $p \leq .001$ level are marked with a triple asterisk (***)

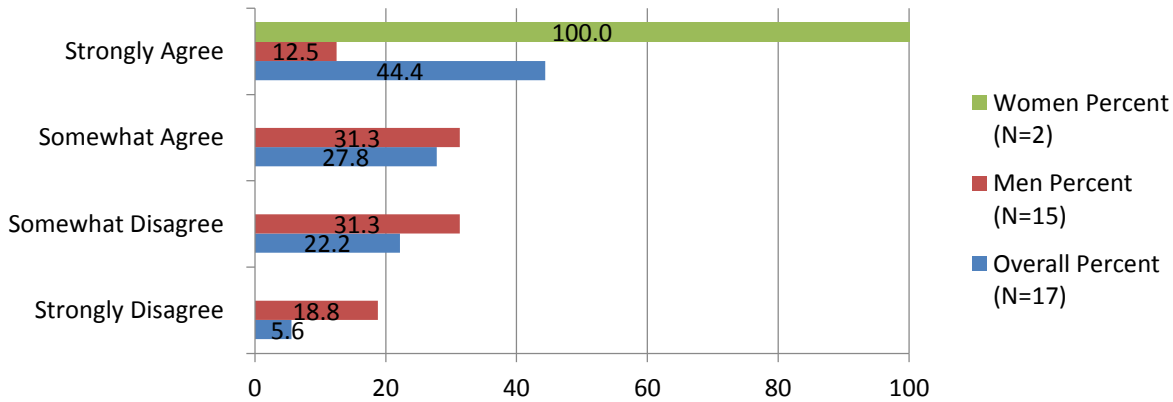
I am treated with respect by my department chair/head.



*I feel excluded from the informal networks in my department.**

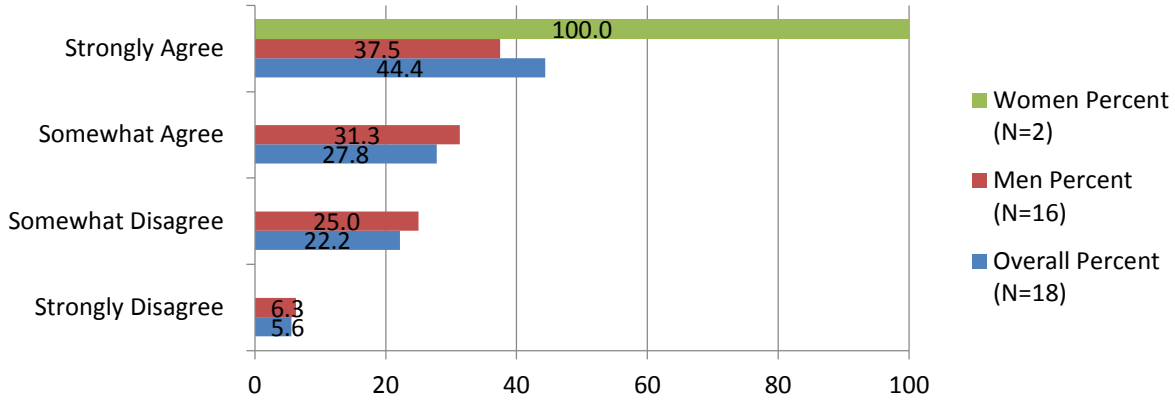


*I encounter unwritten rules within my department.**

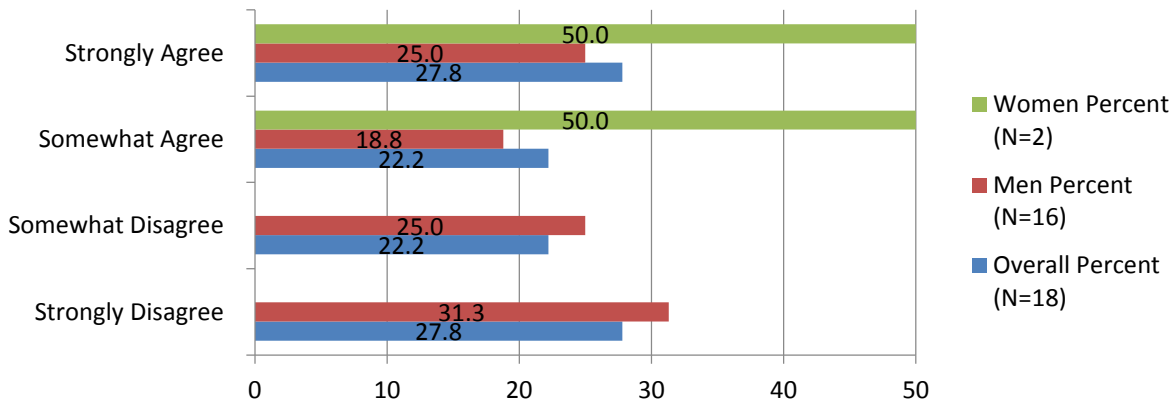


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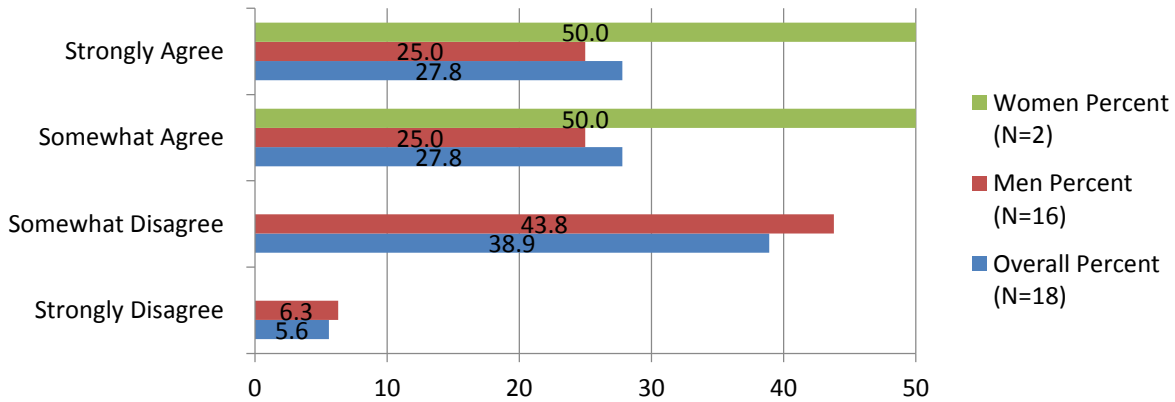
I do a great deal of work that is not formally recognized by my department.



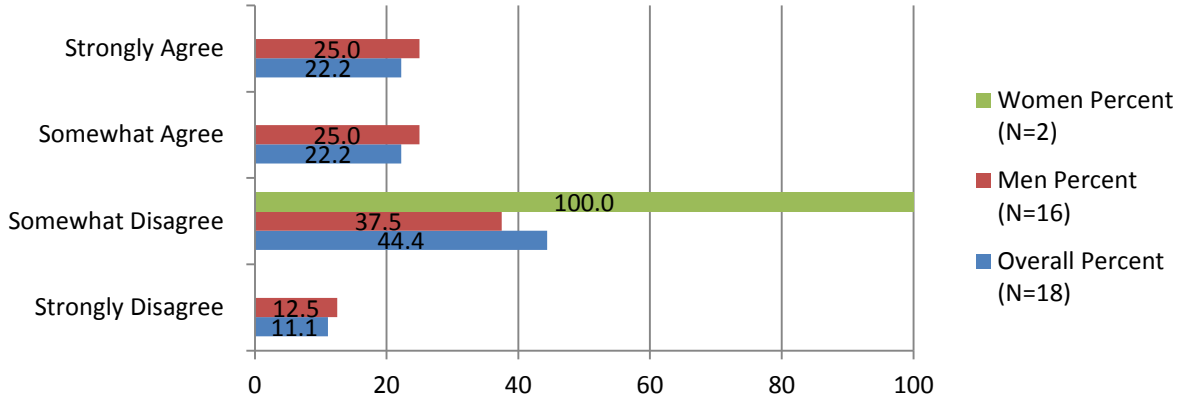
I feel isolated in my department.



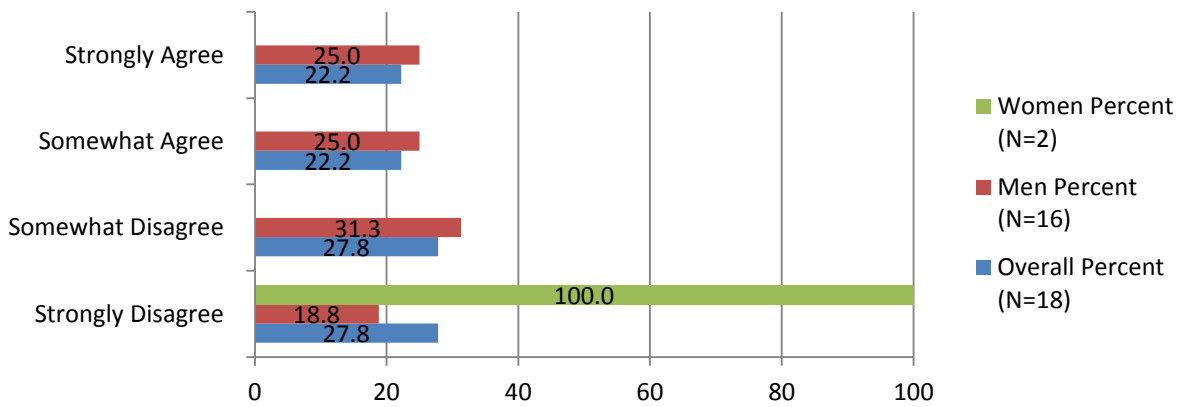
I feel isolated in my college.



I feel like a full and equal participant in problem-solving and decision-making.

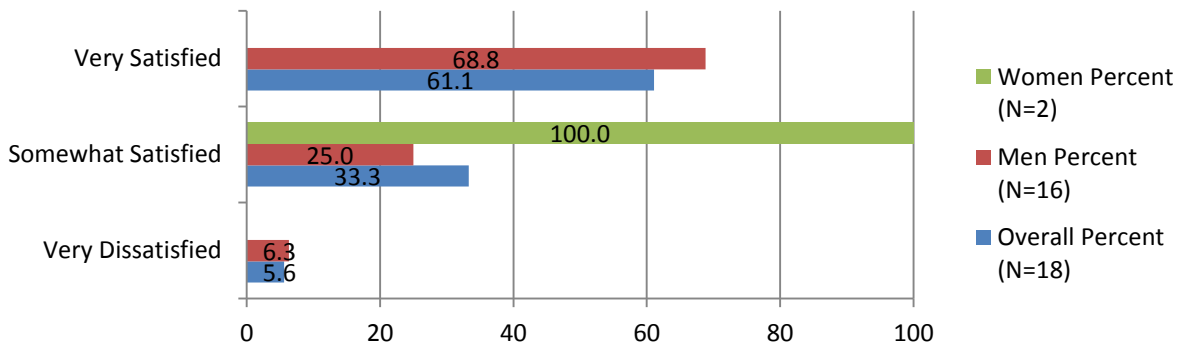


I have a voice in how resources are allocated.

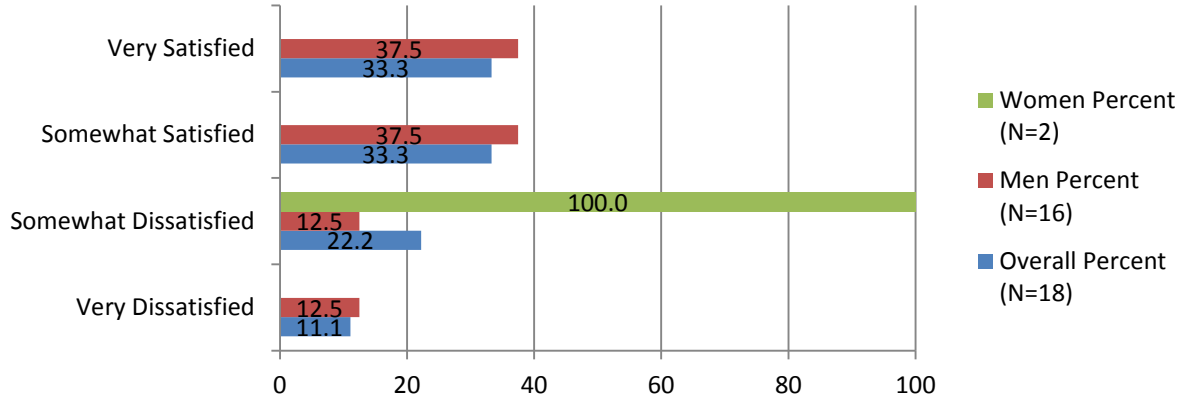


Satisfaction with Job

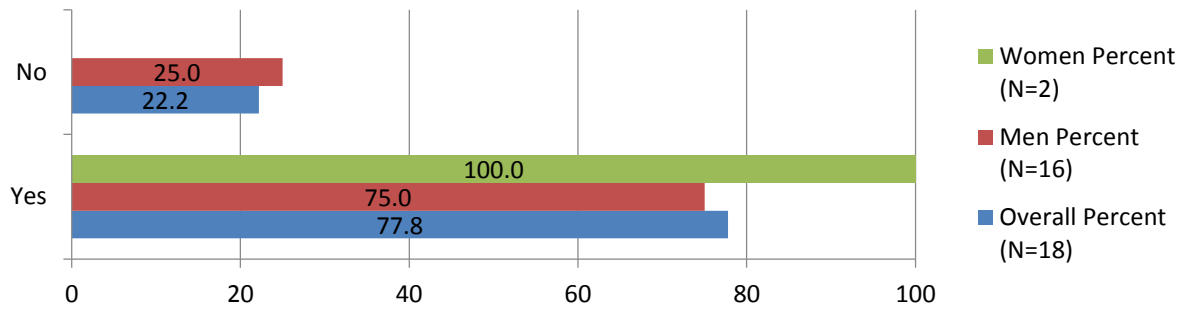
How satisfied are you with working in academia?



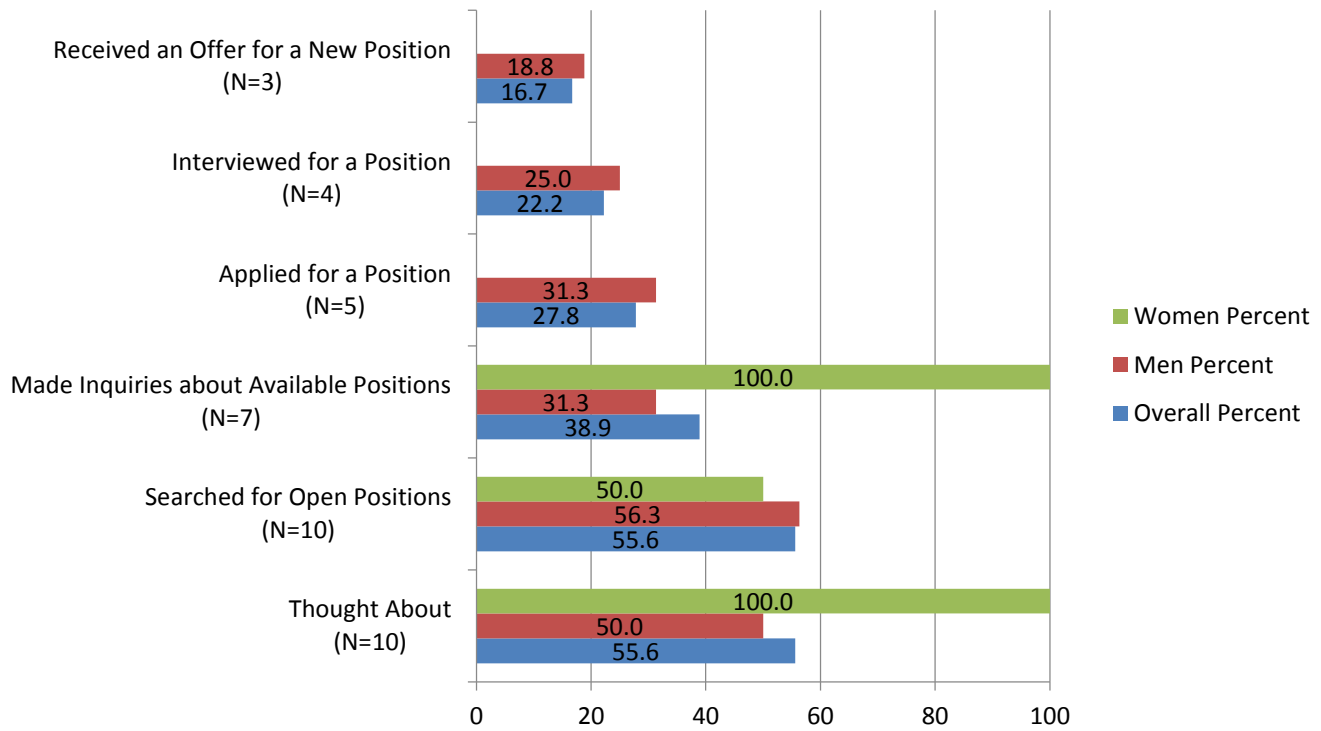
How satisfied are you with your work environment at your current institution?



Have you ever considered leaving the University of North Texas based on your work environment?



What steps have you taken to leave?



The Factors that Contributed to Faculty Members Considering Leaving the University of North Texas

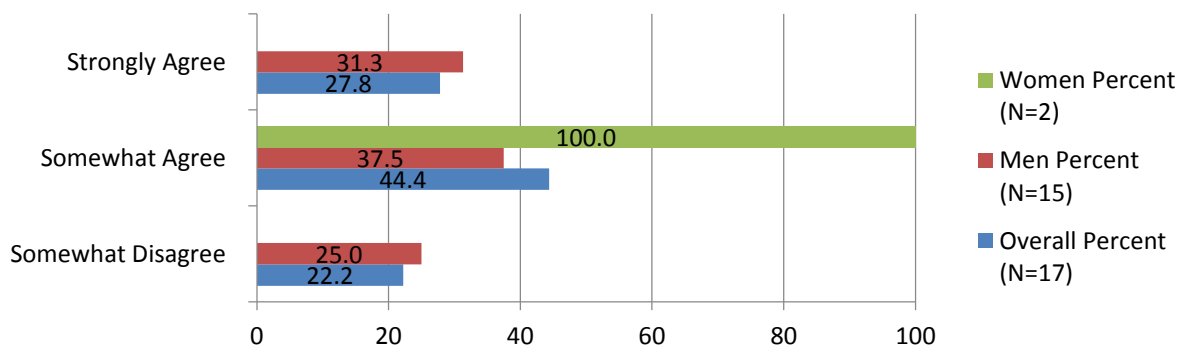
Factor	Women	Men	Overall
Climate of department/unit/lab	50.0% N=1	43.8% N=7	44.4% N=8
Salary and benefits	100.0% N=2	31.3% N=5	38.9% N=7
Workload allocation	0.0% N=0	25.0% N=4	22.2% N=4
Prestige of university	0.0% N=0	12.5% N=2	11.1% N=2
Colleagues in department/unit/lab	0.0% N=0	12.5% N=2	11.1% N=2
Work/life satisfaction	0.0% N=0	12.5% N=2	11.1% N=2
Lack of research opportunities	50.0% N=1	6.3% N=1	11.1% N=2
Lack of support for research	50.0% N=1	0.0% N=0	5.6% N=1
Tenure standards	0.0% N=0	6.3% N=1	5.6% N=1
Faculty start-up package	0.0% N=0	6.3% N=1	5.6% N=1
Quality of students	0.0% N=0	6.3% N=1	5.6% N=1
Prestige of department/unit/lab	0.0% N=0	6.3% N=1	5.6% N=1
Lack of teaching opportunities	0.0% N=0	6.3% N=1	5.6% N=1

Faculty members were also provided with an opportunity to identify additional factors that might influence their decision to leave the University of North Texas and provided the following responses:

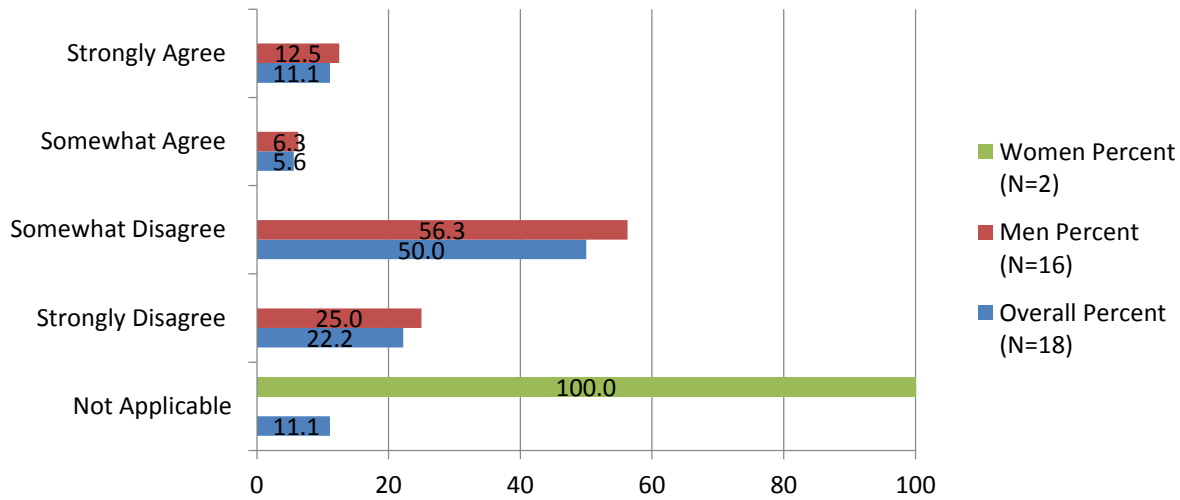
- Lack of support from administrators.
- Lack of voting rights and culture for non-tenure track faculty.
- Some of us feel that the secretary in our department is mean and unprofessional toward female faculty. We complain, but it doesn't matter. She punishes us for no reason by making rude comments, sitting on our paperwork, and giving mean looks.
- The department chair and the dean are my reasons to leave.

Balancing Personal and Professional Life

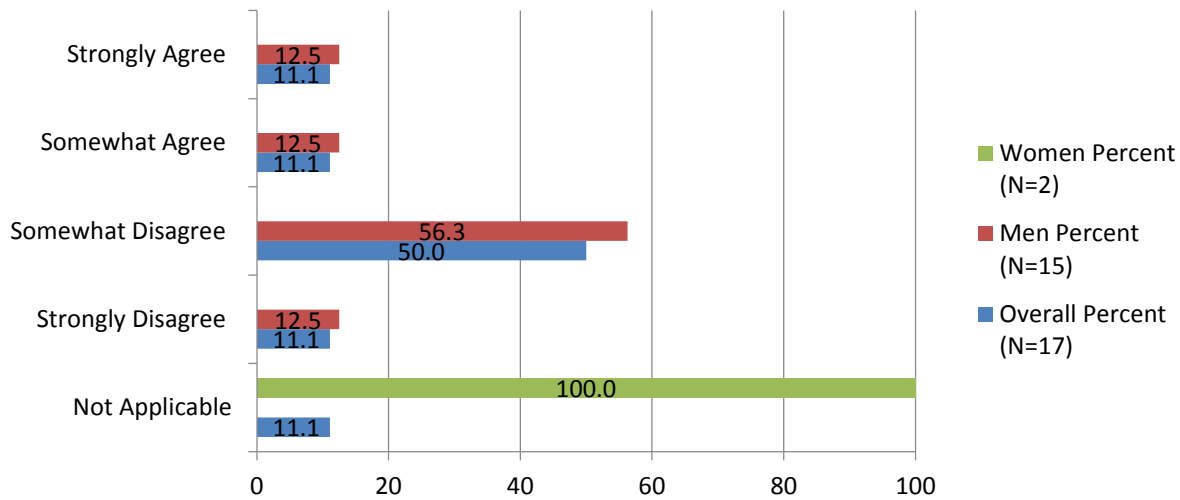
I am usually satisfied with the way in which I balance my professional and personal life.



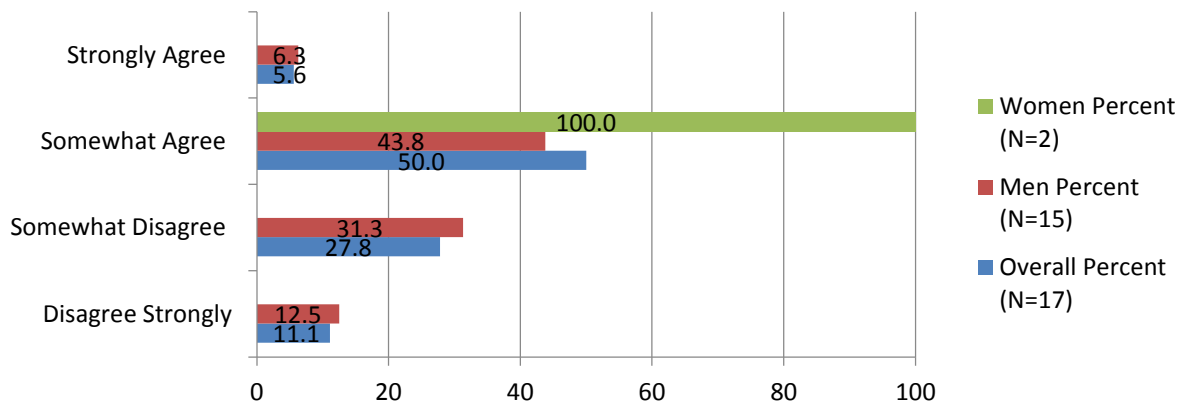
*I have seriously considered leaving my current institution in order to achieve better balance between work and personal life.***



*I often have to forego professional activities (e.g., sabbaticals, conferences) because of personal responsibilities.***

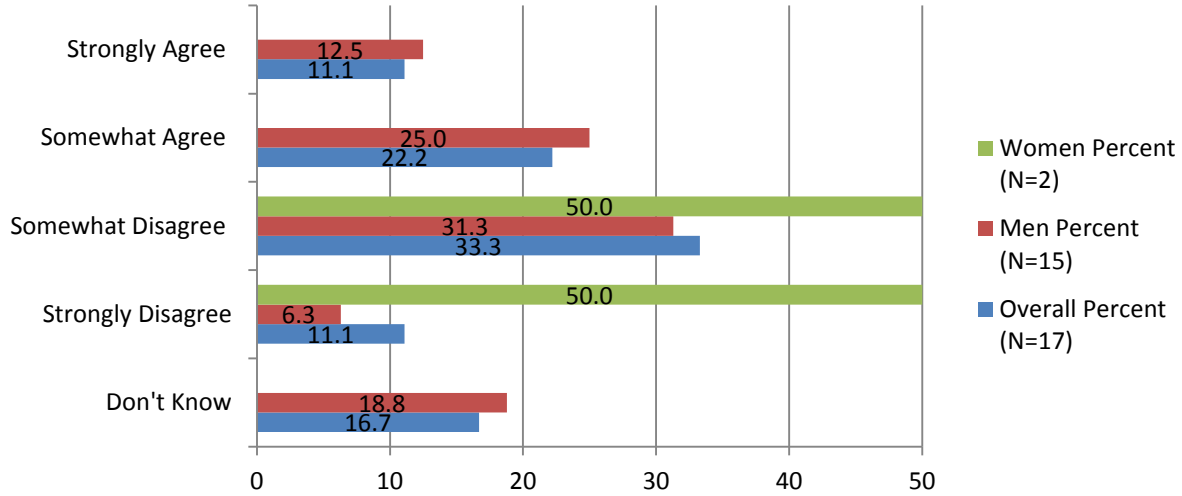


I often have to forego family or personal activities because of professional responsibilities.

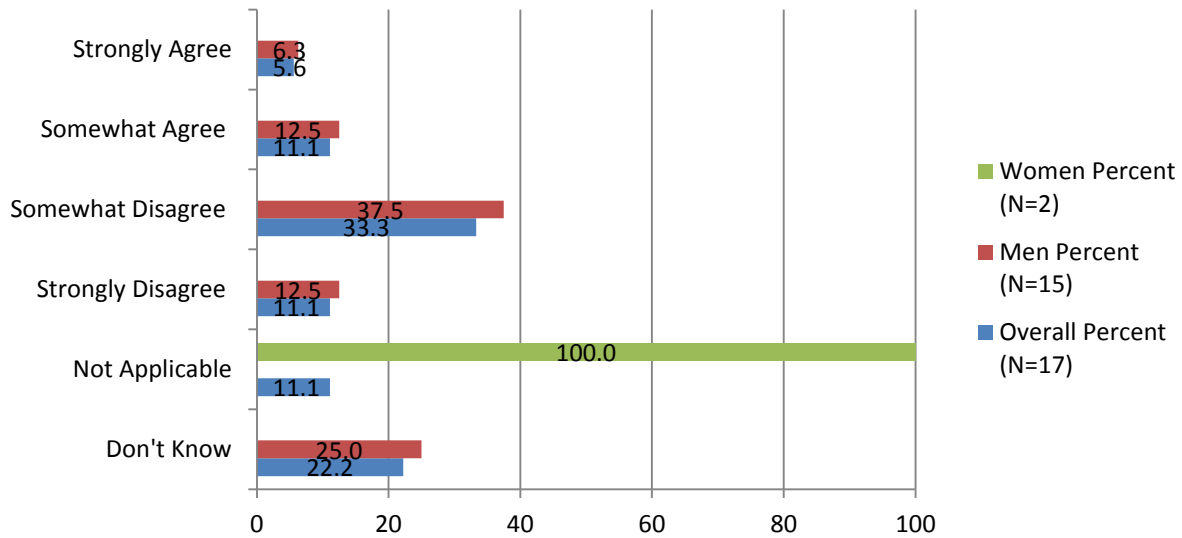


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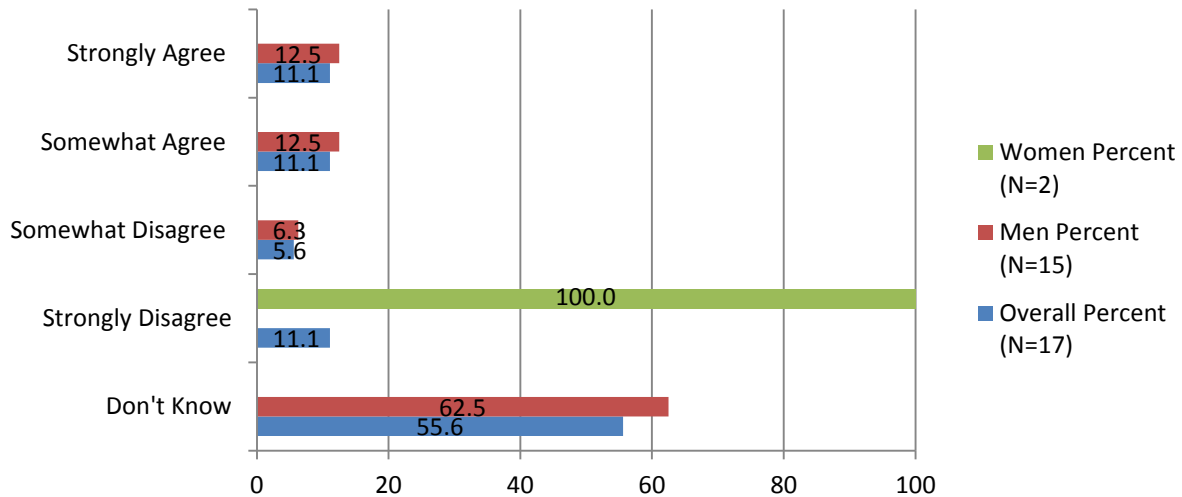
Most faculty in my department are supportive of colleagues who want to balance their family and career lives.



*It is difficult for faculty in my department to adjust their work schedules to care for children or other family members.****

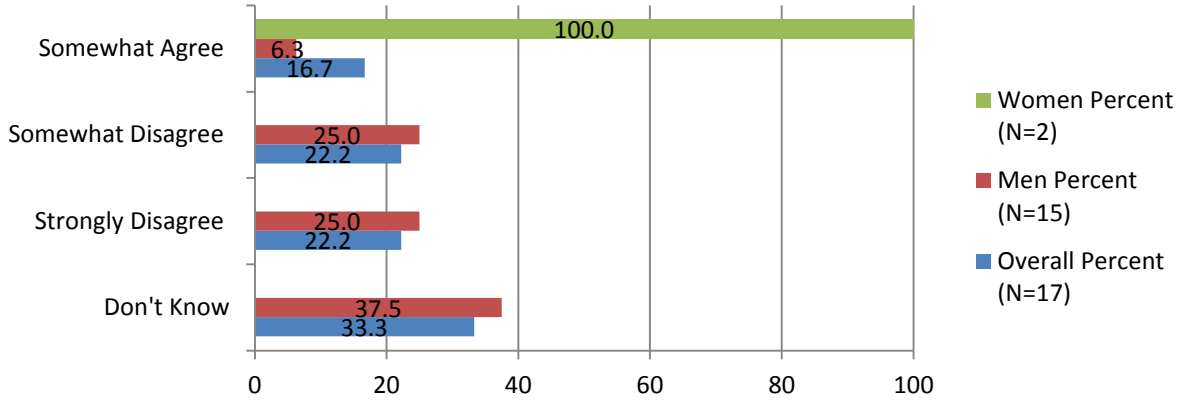


*My department is supportive of family leave.**

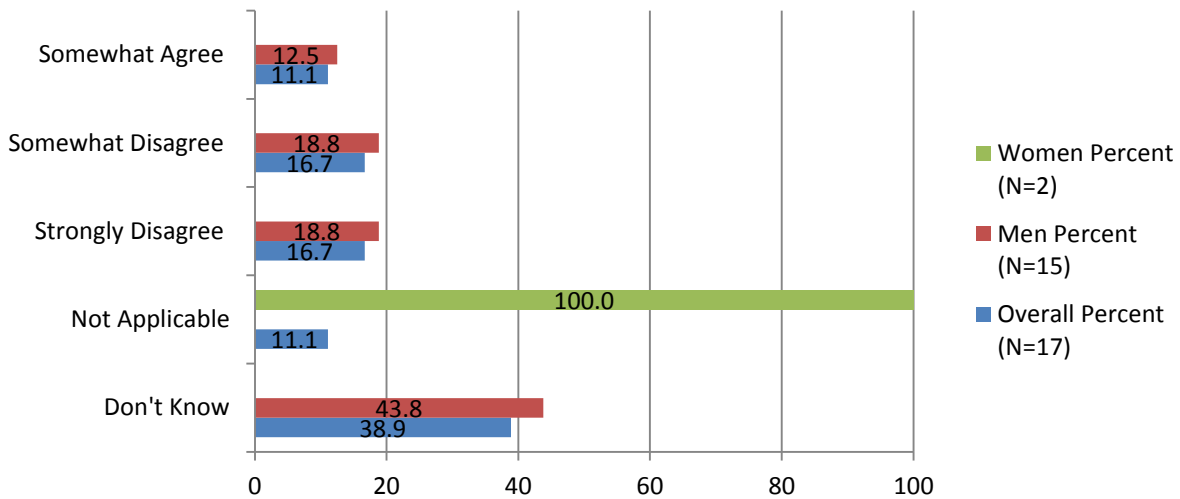


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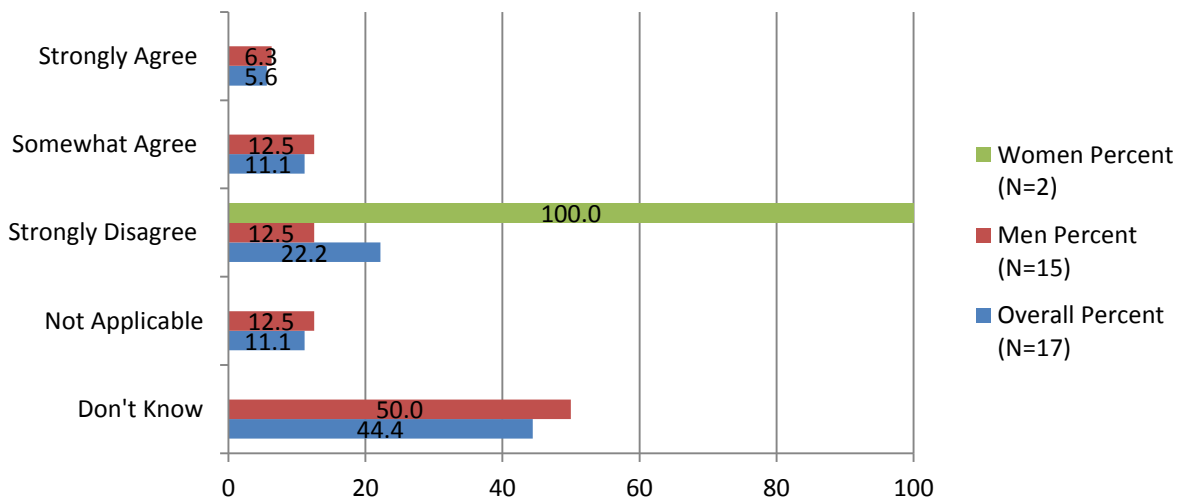
*Faculty who have children are considered by faculty in my department to be less committed to their careers.**



*Faculty who have caregiving responsibilities for aging family members are considered by faculty in my department to be less committed to their careers.**



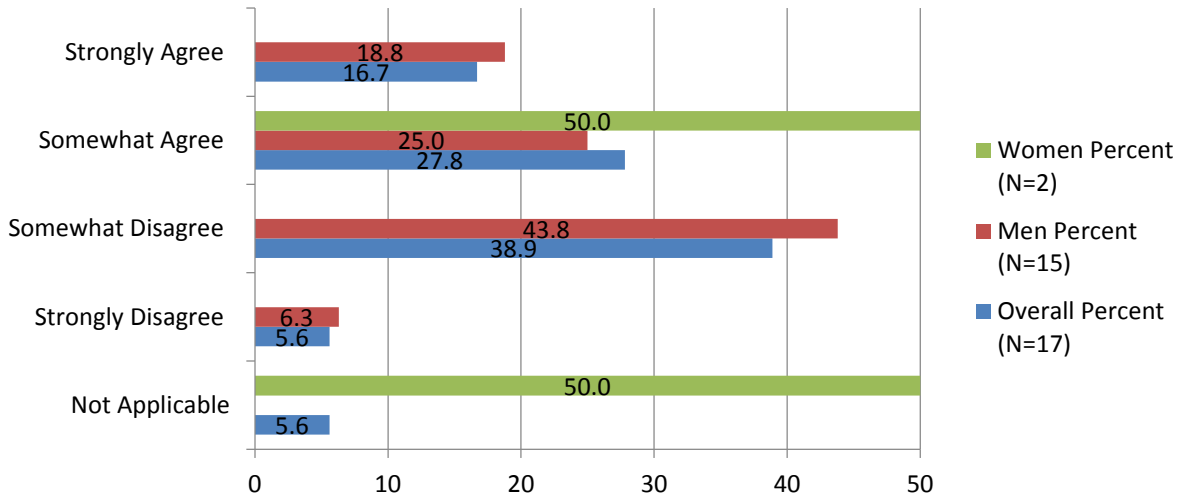
My department has supportive practices for faculty who are caring for elderly family members.



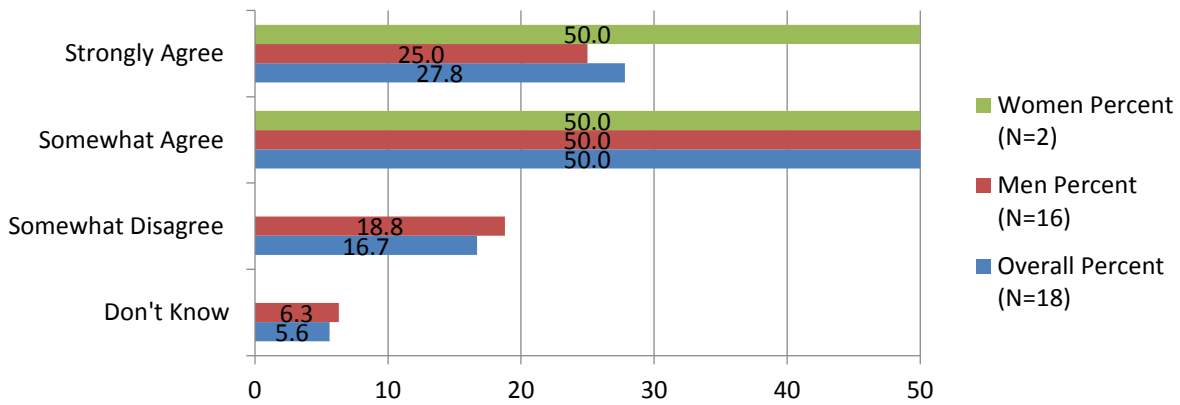
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Women Faculty

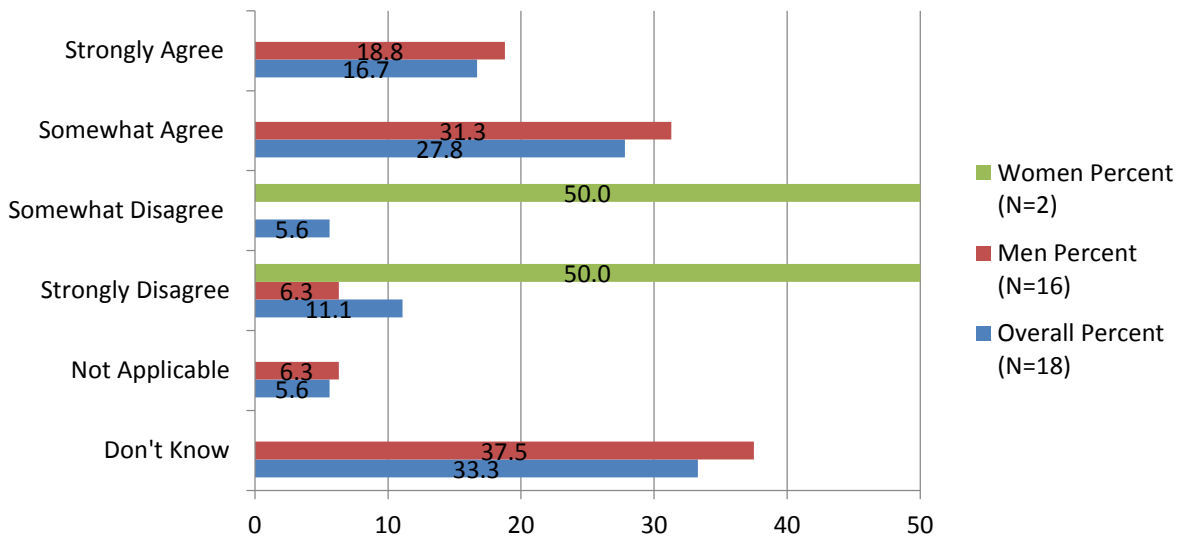
There are too few women faculty in my department.



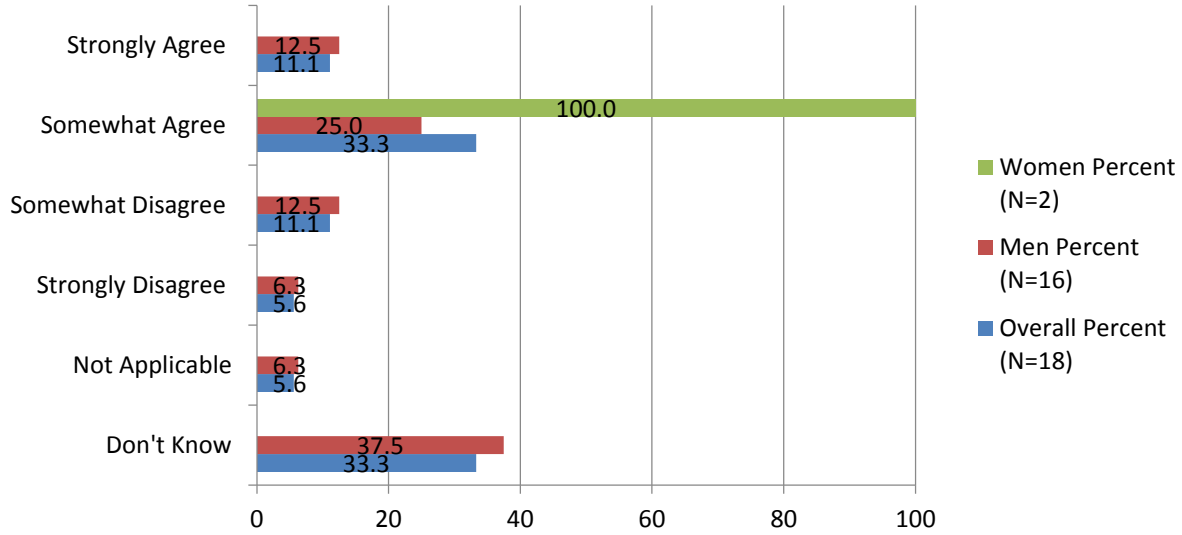
My department has actively recruited women faculty.



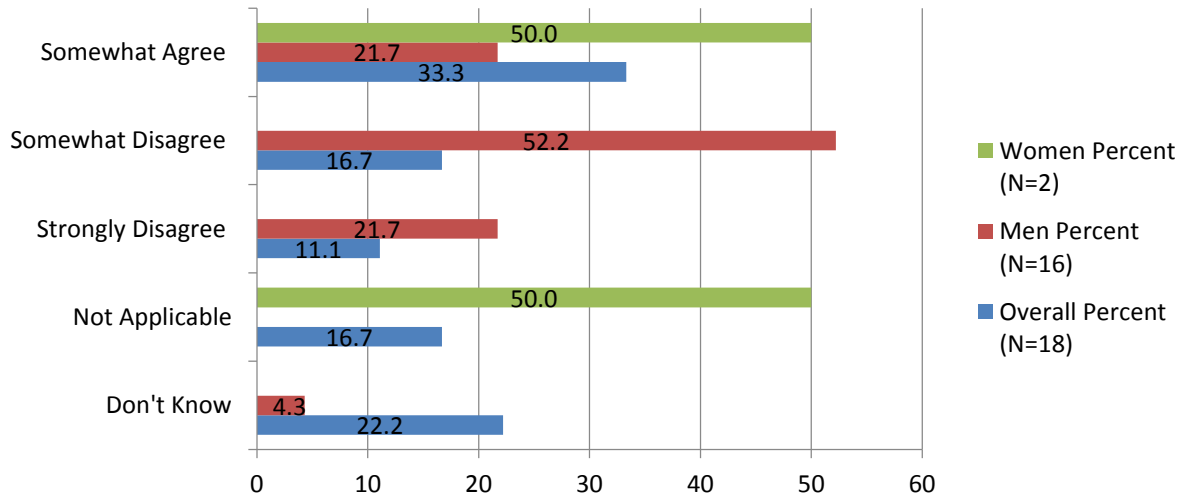
The climate for women in my department is good.



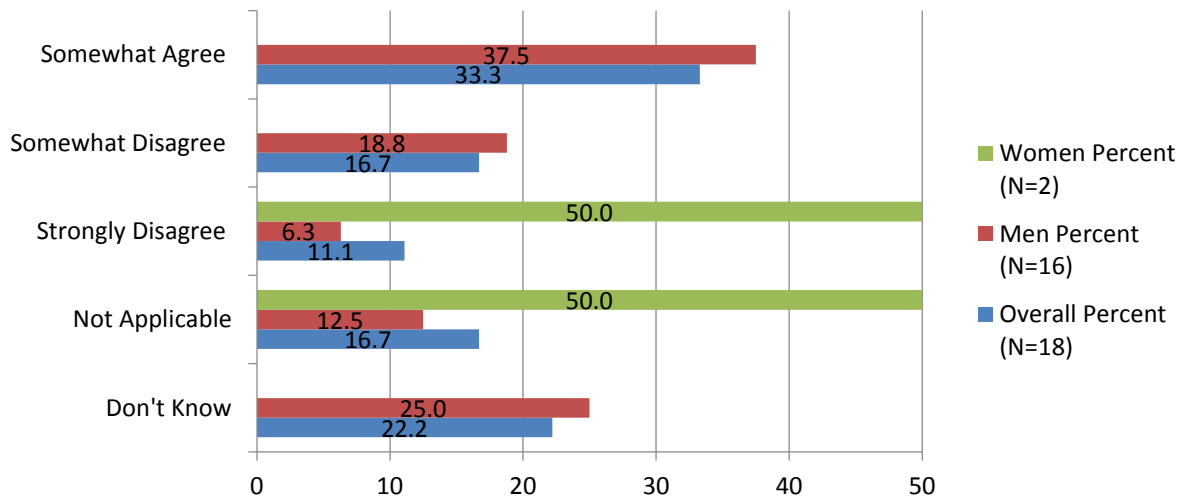
My department has taken steps to enhance the climate for women.



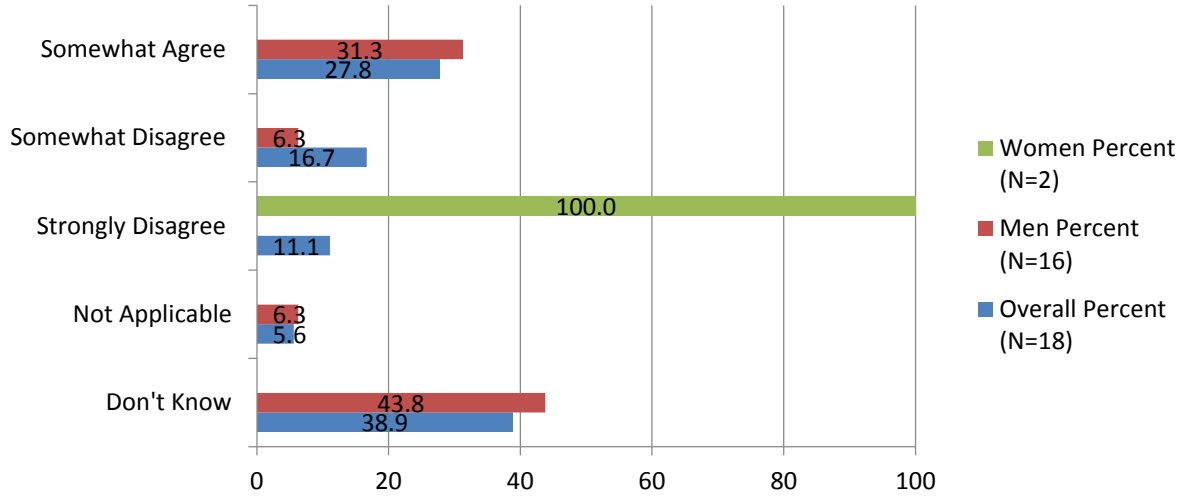
My department has too few women faculty in leadership positions.



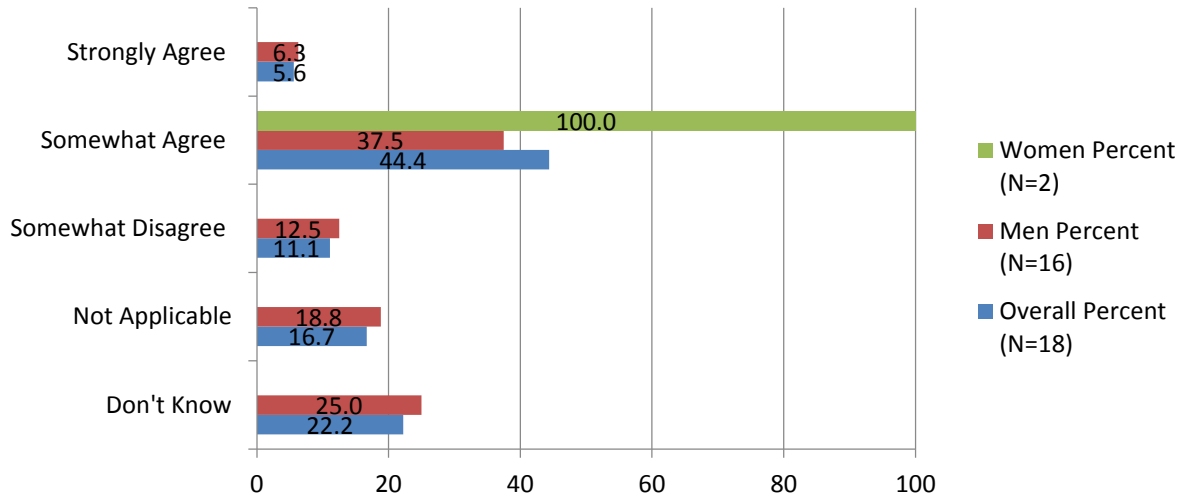
My department has made an effort to promote women into leadership positions.



My department has developed policies and procedures that support women faculty members.



My department actively supports women faculty members.



Appendix A: Demographic Table

Characteristics	Women		Men		Overall	
	<u>n</u>	<u>%</u>	<u>n</u>	<u>%</u>	<u>n</u>	<u>%</u>
Race						
Asian	0	0.0	1	6.3	1	5.6
Hispanic/Latino(a)	0	0.0	1	6.3	1	5.6
White	0	0.0	13	81.3	13	72.2
Did not respond	2	100.0	1	6.3	3	16.7
Highest degree attained						
Ph.D.	2	100.0	15	93.8	17	94.4
Master's	0	0.0	1	6.3	1	5.6
Academic Rank						
Assistant Professor	0	0.0	2	12.5	2	11.1
Associate Professor	1	50.0	6	37.5	7	38.9
Full Professor	0	0.0	7	43.8	7	38.9
Principal Lecturer	0	0.0	1	6.3	1	5.6
Did not respond	1	50.0	0	0.0	1	5.6
Currently in Tenure-track Position						
Yes	2	100.00	15	93.8	17	94.4
No	0	0.0	1	1.6	1	1.8
Have Tenure						
Yes	2	100.0	12	75.0	14	77.8
No	0	0.0	3	18.8	3	16.7
Did not respond	0	0.0	1	6.3	1	5.6
Administrative Position						
Full-time	0	0.0	0	0.0	0	0.0
Part-time	0	0.0	1	6.3	1	5.6
None	2	100.0	15	93.8	17	94.4
Relationship Status						
Married and live w/ spouse	2	100.0	11	68.8	13	72.2
Not married, live w/ partner	0	0.0	1	6.3	0	0.0
Married, lived separately	0	0.0	0	0.0	0	0.0
Single	0	0.0	4	25.0	4	22.2

Characteristics	Women		Men		Overall	
	<u>n</u>	<u>%</u>	<u>n</u>	<u>%</u>	<u>n</u>	<u>%</u>
Parenting status						
Yes	2	100.0	8	50.0	10	55.6
No	0	0.0	8	50.0	8	44.4
Provided eldercare						
Yes	0	0.0	3	18.8	3	16.7
No	2	100.0	13	81.3	15	83.3