OKLAHOMA STATE UNIVERSITY
CAMPUS CLIMATE SURVEY
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OSU ADVANCE Research Assistant
SAMPLE

Frame
- Census
- Provost list of faculty
  - 1,431 including adjunct, extension, clinical profs
  - 1,427 tenured/tenure-track faculty 2008-09

Response Rate
- 43.5% (623 total respondents)
- 34.4% (492 tenured/tenure-track faculty respondents)
- 29% (414 tenured/tenure-track faculty indicating gender and STEM status)
METHOD

Online
- Survey Monkey
- Paper survey option (3)

Dissemination – Spring 2009
- 1. Letter from Provost
- 2. Email with survey link (2 weeks post letter)
- 3. Reminder email (1 week post initial launch)
- 4. Postcard follow-up (2 weeks post initial launch)
  - Survey link
# Representation of Population

<table>
<thead>
<tr>
<th>Group</th>
<th>% of faculty*</th>
<th>% of respondents*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td>25.5% (364)</td>
<td>39.3% (143)</td>
</tr>
<tr>
<td>Men</td>
<td>74.5% (1,063)</td>
<td>23.6% (251)</td>
</tr>
<tr>
<td>STEM</td>
<td>26.4% (378)</td>
<td>38.6% (146)</td>
</tr>
<tr>
<td>Non-STEM</td>
<td>73.5% (1,049)</td>
<td>23.6% (248)</td>
</tr>
</tbody>
</table>

*n=1427;  *n=1431
DATA ANALYSIS METHODS

- $t$-tests for difference in mean:
  - Men vs. women
  - STEM men vs. STEM women ($n=26$)
  - Women STEM vs. women non-STEM

- Logistic regression
  - Dichotomous outcomes
  - Categorical outcomes
    - e.g., 5-point categories of strongly agree to strongly disagree

- Qualitative analysis
  - Theme identification
  - Narrative construction
    - * independent two-sample with unequal sample size and unequal variance
INITIAL FINDINGS -- T-TESTS

- Significantly lower agreement by women
  - Research interests valued by colleagues (p<.001)
  - Feel like I fit in my dept (p<.001)
  - Treated with respect by dept head (p<.01)
  - Treated with respect by colleagues (p<.001)
  - Satisfied with work/personal life balance (p<.001)
INITIAL FINDINGS -- \( t \)-TESTS

- Significantly higher agreement by women
  - Feel isolated in my dept \((p<.001)\)
  - Work harder than colleagues for legitimacy \((p<.001)\)
  - Constantly feel under scrutiny \((p<.001)\)
  - Reluctance to raise issues because of possible negative effect on promotion/tenure \((p<.01)\)
  - Mixed messages re: tenure requirements from senior colleagues \((p<.01)\)
  - Female faculty with children considered by dept members as less committed to careers \((p<.001)\)
  - Personal life has slowed career progression \((p<.05, \text{ one-tailed})\)
INITIAL FINDINGS – LOGISTIC REGRESSIONS

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

<table>
<thead>
<tr>
<th>Variable</th>
<th>Factor Change Coefficients*</th>
<th>z-ratio</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty Support</td>
<td>1.34</td>
<td>2.26*</td>
</tr>
<tr>
<td>Scheduling</td>
<td>1.55</td>
<td>4.19***</td>
</tr>
<tr>
<td>Job Satisfaction</td>
<td>1.43</td>
<td>3.36**</td>
</tr>
<tr>
<td>Female</td>
<td>0.57</td>
<td>-2.68**</td>
</tr>
<tr>
<td>Cohabitate</td>
<td>1.92</td>
<td>2.59*</td>
</tr>
</tbody>
</table>

*unstandardized

*p<.05; **p<.01; ***p<.001
**INITIAL FINDINGS – LOGISTIC REGRESSIONS**

- Personal responsibilities and commitments have not slowed down my career progression.

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<tr>
<th>Variable</th>
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<th>z-ratio</th>
</tr>
</thead>
<tbody>
<tr>
<td>Departmental Support</td>
<td>1.34</td>
<td>2.45*</td>
</tr>
<tr>
<td>Scheduling</td>
<td>1.24</td>
<td>2.13*</td>
</tr>
<tr>
<td>Job Satisfaction</td>
<td>1.35</td>
<td>2.92**</td>
</tr>
<tr>
<td>Female</td>
<td>0.48</td>
<td>-3.45**</td>
</tr>
<tr>
<td>Parent</td>
<td>0.37</td>
<td>-4.96***</td>
</tr>
<tr>
<td>Female x Parent</td>
<td>0.34</td>
<td>-2.68**</td>
</tr>
</tbody>
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*unstandardized

*p<.05; **p<.01; ***p<.001
INITIAL FINDINGS -- OPEN-ENDED ITEMS

- “The tenure clock stops for nothing.”
  - Chair to female faculty member

- “I think the environment for women faculty members has actually worsened since I got here. It almost seems as if, they got a couple of us tenured, now the problem is solved. They don't have to do anything else.”

- “I had a baby when I went up for tenure and they suggested that I might delay tenure again--but my resume was excellent. Clearly OSU at that time did not know how to deal with women--I was the first pregnant woman in my department (STEM).”
LESSONS LEARNED

- Objective too broad
  - First campus climate survey ever at OSU
- Shorten questionnaire
- Pilot and revise questionnaire
- Researchers complete questionnaire before launch
- Where to place demographic items?
  - 34% of respondents did not answer gender and STEM
- Too many different types of response categories
- Problem of asking about specific departments
  - Would identify some women in STEM depts
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