OU Work Experience Survey

- Multi-year cross-sectional survey
- Conducted via online survey tool
- Received approval from college deans
- Emails to faculty from college

Fall 2007
219 faculty from 5 colleges
Response rate 29%
Minority proportion 19%

Fall 2009
173 faculty from 6 colleges
Response rate 20%
Minority proportion 12.5%
Variables Examined

- Job satisfaction
- Organizational commitment
- Turnover intentions
- Organizational & departmental climate
- Satisfaction with policies
- Organizational support for family friendliness
- Overt & subtle discrimination
- Demographic similarity
- Perceived stress
- Teaching and service loads
- Extra-role behaviors
- Decision making participation
Types of Discrimination

• Overt/Blatant
  – highly visible acts of unequal and harmful treatment that may or may not be intentional, such as sexual harassment and lack of promotion opportunities

• Subtle
  – unequal treatment using behaviors that appear impolite, but may not be obviously noticed as discrimination because they are viewed as “acceptable” or “customary” treatment

Benokraitis and Feagin (1986); Dipboye & Halverson (2004)
Overt Discrimination: Gender Differences 2009

• Checklist of 10 types of discrimination in personnel decision making (pay, promotion, resources, release time)
Subtle Discrimination: Gender Differences 2009

• Frequency of experiencing impolite behaviors from colleagues
Overt Discrimination: Gender x STEM 2009

- Male STEM
- Male non-STEM
- Female STEM
- Female non-STEM
Overt Discrimination: Racial Differences 2009

• Checklist of 10 types of discrimination
Overt Discrimination: Racial Differences 2007

Overt Discrimination

- Caucasian/White
- Asian/Pacific American
- African American/Black
- Hispanic/Latino/Mexican American
- Native American/American Indian
- Multiracial
Subtle Discrimination: Racial Differences 2009

- Frequency of experiencing impolite behaviors from director
Subtle Discrimination: Racial Differences 2007

- Caucasian/White
- Asian/Pacific American
- African American/Black
- Hispanic/Latino/Mexican American
- Native American/American Indian
- Multiracial
Overt Discrimination: Race x STEM 2007

[Bar chart showing comparisons between different groups based on overt discrimination ratings.]
Subtle Discrimination: Race x STEM 2007

The bar chart compares subtle discrimination across different groups:
- Majority STEM
- Majority non-STEM
- Minority STEM
- Minority non-STEM

The x-axis represents subtle discrimination, and the y-axis represents the scale from 1 to 4.
Lessons Learned

• Differing methods of measuring perceived discrimination result in unique perspectives suggesting a variety of interventions

• Power to detect differences is highly dependent on minority response rate in samples with fairly low minority representation

• Lack of higher level organizational support may be essential to gain involvement of all units (and could increase response rate)