

Summary of the 2015 Faculty Climate Surveys

2015 Faculty Climate Survey Overview

The 2015 faculty climate survey received a 44% response rate (n= 1,583), up from 24% in 2009. The survey was designed to achieve the following goals: 1) monitor the extent to which faculty members are satisfied with their working environment; 2) enhance Texas A&M's understanding of the climate, both departmental and institutional, in which faculty work; and 3) evaluate changes over time, if any, in the climate within departments and colleges and across the university. Differences in satisfaction and climate perceptions with respect to gender, race/ethnicity, rank, and college were analyzed.

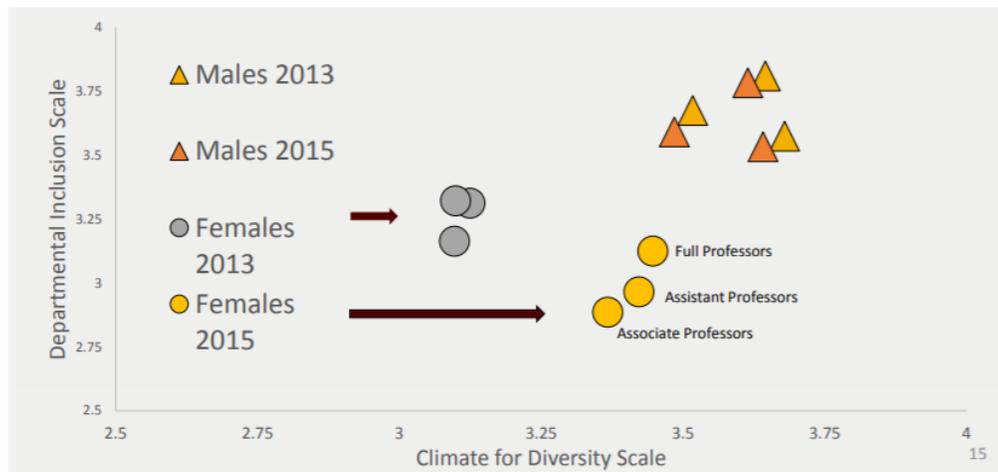
Results

Perceived Climate for Diversity

Relative to 2013, there were significant improvements in perceived climate for diversity among female faculty members. However, there was still a discrepancy in perception of climate between male and female faculty members, with male faculty perceiving the climate to be more inclusive and welcoming of diversity (Figure 1).

Figure 1

Average Perception of Campus Climate: Male vs. Female Faculty



Perceived Discrimination

The results suggest persistently large differences in perceived discrimination across gender and race/ethnic groups. Overall, fewer male faculty reported discrimination in the work place than female faculty. Additionally, white faculty reported experiencing job-related discrimination less frequently than all other racial/ethnic groups (Table 1).

Table 1
Differences in Perceived Discrimination

	Survey Year	Males	Females	Whites	Other Races	Total
Share of survey respondents reporting at least one incident of sex-related job discrimination	2015	5.8%	23.3%	13.5%	19.5%	12.5%
	2013	5.3%	23.3%	13.3%	19.5%	14.4%
Share of survey respondents reporting at least one incident of race/ethnicity-related job discrimination	2015	6.4%	10.8%	5.0%	25.3%	8.1%
	2013	9.5%	6.0%	3.7%	29.9%	7.1%
Share of survey respondents reporting no incidents of either sex-related or race/ethnicity-related job discrimination	2015	90.9%	73.9%	84.8%	72.4%	84.3%
	2013	90.7%	73.8%	85.2%	65.6%	84.9%

Changes in Tenured/Tenure-Track Faculty

The survey assessed whether colleges in both Science, Technology, Engineering, and Math (STEM) and other fields were closing the gap between the number of tenured/tenure-track male and female faculty members. The results showed that the College of Engineering saw an increase in the number of tenured and tenure-track male faculty (+26) and a decrease in tenured and tenure-track female faculty (-7) in 2015. In contrast, the Colleges of Agriculture and Life Sciences, Geosciences, and Liberal Arts all saw a decrease in the number of tenured and tenure-track male faculty and an increase in female faculty. The College of Science saw a decrease in the number of both male and female tenured/tenure track faculty. (Table 2).

Table 2
Changes in Tenured/Tenure-Track Faculty by College and Gender

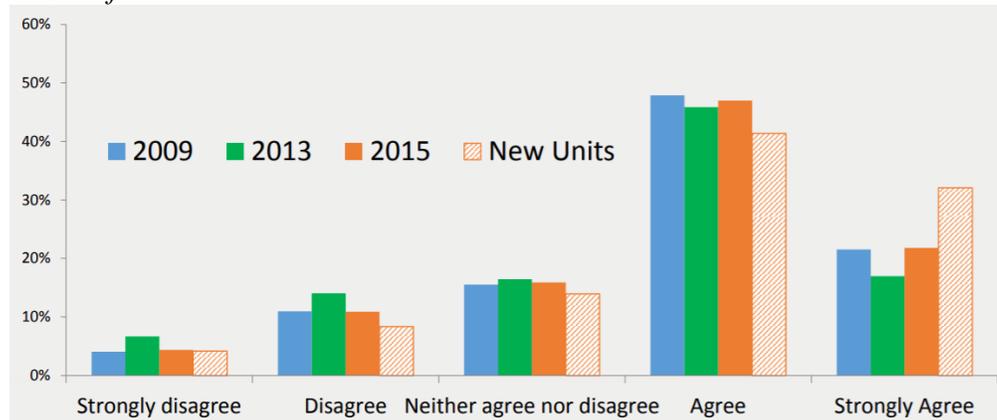
	Tenured and Tenure-Track Faculty		New Hires Since Fall 2010*			Departures from TAMU Since Fall 2010*			Net Change in Tenured and Tenure-Track Faculty	
	Percent Female Fall 2010	Percent Female Fall 2016	Number Males	Number Females	Percent Female	Number Males	Number Females	Percent Female	Number Males	Number Females
Agriculture and Life Sciences	18%	23%	21	16	43%	33	7	18%	-12	9
Engineering	15%	13%	103	19	16%	77	26	25%	26	-7
Geosciences	15%	21%	14	6	30%	22	4	15%	-8	2
Liberal Arts	35%	38%	29	18	38%	36	17	32%	-7	1
Science	13%	14%	36	5	12%	49	6	11%	-13	-1

Overall Job Satisfaction

Among all groups, 69.5% of respondents agreed or strongly agreed that they were satisfied with their jobs, whereas 14.9% disagreed or strongly disagreed. These findings suggest that general satisfaction rebounded in 2015 and was very similar to the level reported in the 2009 survey, when it was characterized as moderate. Overall, job satisfaction was statistically significantly

higher in 2015 than in 2013 for tenured faculty. However, it was not significantly different from 2013 for tenure-track and non-tenured faculty (Figure 2).

Figure 2
Overall Job Satisfaction



Job Satisfaction by Gender: Male and female faculty reported similar levels of job satisfaction in 2015. This is a noteworthy difference from 2013, when satisfaction was significantly lower for female faculty than for male faculty. Female faculty members no longer report lower levels of overall job satisfaction than do male faculty members. However, female faculty members do report higher levels of burnout and lower levels of career satisfaction than their male colleagues.

Job Satisfaction by Race/Ethnicity: In 2015, there were no statistically significant differences among racial/ethnic groups with respect to turnover intentions, burnout, or life satisfaction. However, there were statistically significant differences among racial/ethnic groups with regards to job and career satisfaction: African American and non-Hispanic white faculty members reported significantly higher levels of overall faculty satisfaction and a higher willingness to recommend A&M to a colleague than did Asian faculty members and persons who did not report their race/ethnicities.

Compared with 2009, average satisfaction has increased significantly for African American faculty. Compared with 2013, average satisfaction has increased significantly for African American and non-Hispanic white faculty members. African American and non-Hispanic white faculty members reported significantly higher levels of career satisfaction than Asian faculty members.

Job Satisfaction by Tenure Status: As a general rule, associate professors reported the lowest levels of job, career, and life satisfaction. They also reported significantly higher turnover intentions and significantly higher levels of burnout than other groups. Tenured faculty members were significantly less likely than other faculty types to report that they would recommend employment at Texas A&M to a colleague.