

Diversity Climate Study: Summary For ADVANCE Grant

Prepared by:

Jennica R. Webster, PhD

Erick Herrera Hernandez



EXECUTIVE SUMMARY

PURPOSE

This study had two main goals: 1) Examine differences between women and men faculty members on work experiences, campus-wide and departmental-level diversity climate perceptions, and outcome variables for faculty overall and the ADVANCE populations of STEM and SBE (social behavioral and economic sciences) faculty and 2) Examine the mediating role of diversity climate facets (equitable practices, integration of differences, and inclusion in decision-making) on several outcome variables including turnover intentions, employee engagement, belongingness, and emotional exhaustion.

METHODOLOGY

Data sources. The main data source was the Marquette University *Assessment of Climate for Learning, Living and Working* (hereafter referred to as the climate study), which was administered to all faculty, staff and students in Spring of 2020.

Participants. Three subsamples of participants were drawn from the larger sample of Marquette community members who took part in the climate study. The first subsample included 473 participants who indicated they were faculty members, 55 participants who indicated they were faculty in STEM departments, and 47 participants who indicated they were faculty from SBE departments.

Measures. Participants completed measures of organizational support of work-life balance, career support perceptions, values perceptions, workload inequity, gender bias, experienced incivility, exclusionary climate, organizational diversity climate, equitable practices (facet of dept.-level climate), integration of differences (facet of dept.-level climate), inclusion in decision-making (facet of dept.-level climate), turnover intentions, employee engagement, belongingness, and emotional exhaustion.

KEY FINDINGS

- **Women have substantially poorer workplace experiences than men.** For faculty overall, STEM faculty, and SBE faculty women reported significantly *lower* levels of work experiences, campus-wide and departmental-level diversity climate perceptions, and outcome variables.
 - For the overall faculty, women reported *less* favorably than men on 13 of the 16 variables that were measured.
 - Extrapolating from the significance testing for the full faculty, the women in STEM departments reported *less* favorably than men on 14 out of 16 variables that were measured.
 - Using a similar process, for faculty in SBE departments, women reported *less* favorably than men on 9 out of the 16 variables measured.
- **Women of color reported poorer workplace experiences than all men and white women.** For faculty overall, women of color reported significantly *lower* perceptions of organizational diversity climate than other groups. Although not statistically significant due to small sample sizes, based on the mean differences there was a clear tendency for women of color to report less favorably across the 16 variables measured. Further work is necessary to explore the role of the intersection of gender with other social identities such as participating versus tenured/tenure track faculty, religious affiliation, etc., on workplace experiences.
- **Women full professors reported poorer workplace experiences than men at all ranks and women at the assistant and associate levels.** Although not statistically significant due to small sample sizes, based on mean differences there was a clear tendency for women full professors to report less favorably across the 16 variables measured.
- **Department-level diversity climate matters.** Faculty reports of three facets of department-level diversity climate (i.e., equitable practices, integration of differences, and inclusion in decision-making) related to *lower* levels of turnover intentions and emotional exhaustion, and *higher* levels of employee engagement and belongingness.
- **Work experiences drive shared perceptions of department-level climate.** The work experiences that predict the shared perceptions of department-level climate include organizational support for work-life balance, career support, value perceptions, experienced incivility, and gender bias.

A detailed report is available upon request from Jeanne Hossenlopp, ADVANCE PI. The ADVANCE team is providing additional departmental data to the STEM and SBE departments, along with recommendations for actions to improve departmental climate.