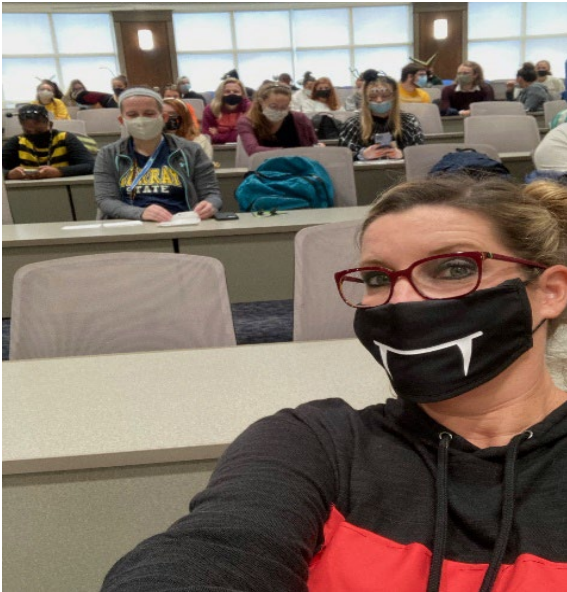


ADVANCE

ADVANCING WOMEN IN THE SCIENCES 2022 SURVEY RESULTS



Thank you MSU!

Invitations were forwarded to 484 faculty (ranks: Professor, Associate Professor, Assistant Professor, Sr. Instructor, Instructor) with a request to complete the survey from ADVANCE.

The response rate included 212 complete surveys (44%) + 52 partial surveys (11%) for a total of 264 respondents (55% overall). We appreciate the time taken to complete our survey.

Top Five Sources of Stress 2022:

- Household responsibilities
- Salary
- Meeting work expectations
- Successful academic career
- Personal work-life interference



Mentoring and Networking

Women in STEM/SBES fields reported spending less time mentoring other faculty. Forty-five percent (45%) of women compared to 29% of men reported that networking opportunities w/colleagues was a source of stress. 87% of STEM women noted mentoring for “Improving teaching and managing students” as important while 51% of STEM men noted this area as important. In the area of “learning department/unit/college politics”, 87% of STEM women and 63% of STEM men ranked it as important. STEM men appear to have more intellectual discussions with colleagues in their departments (3.65/semester vs 2.86/semester for STEM women).

Balance

Women in STEM/SBES indicated some issues with work/life balance. While 79% indicated feeling overloaded with all roles they feel responsible for, 73% indicate their chair/director is supportive of their leave needs, and 68% indicate most faculty in their department/unit are supportive of the need to find balance for work and life. Percentages indicating issues with work/life balance remained close to the same from 2017 to 2022.

Climate

Women faculty members in STEM/SBES believe that MSU should hire more women faculty and work harder to retain those faculty members. Women faculty members in STEM/SBES believe that MSU is doing better with placing women in leadership positions as well as assigning committee work fairly. Women faculty members in STEM/SBES noted they must work harder to



convince colleagues of their competence, and some indicated feeling isolated.

Sixty nine percent (69%) of women and 83% of men agree that they would be as comfortable with a woman chair/head as a man.



Retention

The number of STEM/SBES women faculty who anticipated leaving MSU in the next three years increased since 2017 by approximately 30%. The number of STEM/SBES women faculty who anticipated being employed at MSU for the rest of their career decreased by approximately 15%. Reasons for these numbers included: leave for non-academic jobs, reduce stress, increase time for research, find a more supportive work environment, and increase salary.

Tenure and Promotion

Over 60% of women faculty in STEM/SBES areas indicate they received feedback on progress towards tenure. Over 50% of women faculty in STEM/SBES areas indicate tenure decisions are based on teaching/research/service excellence rather than politics, demographics, or relationships. Over 50% indicate they are held to the same standards as others at the same level. Sixty percent (60%) feel the requirements for tenure are reasonable.

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and healthy campus.
Please refrain from tobacco use.*

Recommendations

1. Improve perception that work/life balance is a priority at Murray State.
2. Further develop faculty support network by institutionalizing the ADVANCE Mentoring Circles and other activities.
3. Continue to provide opportunities for leadership development for women faculty.
4. Revise/extend how service is counted in annual evaluation forms and Tenure & Promotion process.
5. Increase salaries to be comparable to peer institutions and establish mechanisms for annual increases.
6. Continue bias training and increase clarity in tenure & promotion processes.
7. Continue to improve recruitment activities for greater faculty diversity.
8. Increase exposure to policies about the extension of the probationary period (see Faculty Handbook).

MURRAY STATE ADVANCE

We are scientists.
We are advocates.
We are Racers.

