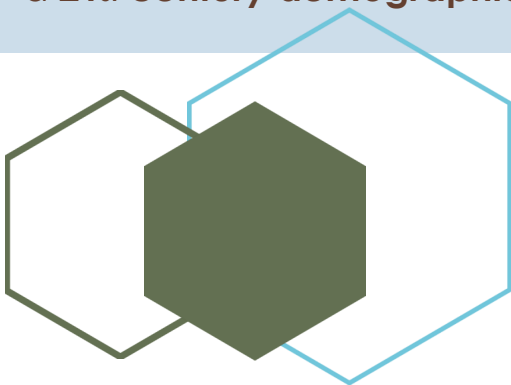




2019 Survey on Experiences in Academia For UTEP Women Faculty & Professional Staff

The **UTEP Women's Advisory Council to the President** (WAC) conducted a survey in Spring 2019 to learn about the experiences of women faculty and professional staff at UTEP. Findings from the survey pertain to five major issues: (1) **Job Satisfaction**, (2) **Need for Equity**, (3) **Career Advancement**, (4) **Hiring Faculty & Administrators**, and (5) **Work Environment**. The urgency of the findings is underscored by the comparison of UTEP data with data from a national sample.

The **primary recommendation** based on the survey findings is to **implement a Strategic Plan for Faculty & Staff Diversity, Equity & Inclusion**. **Supporting recommendations:** (1) Charge the incoming Provost to prioritize the Diversity, Equity, & Inclusion Strategic Plan, and align with UTEP's broader strategic planning; (2) Establish an Office of Diversity, Equity & Inclusion (ODEI) led by an Associate Provost; and, (3) Establish an Ombuds Office. The **merit** of the recommendations reside in UTEP's positioning as an **R1 university** and in UTEP's commitment to serving a **21st century demographic**.



Survey Information

The UTEP Women's Advisory Council to the President (WAC) conducted a survey in Spring 2019 to learn about the experiences of **UTEP women faculty and professional staff**.

The survey was adapted from the **HERI Faculty Survey** (Hurtado et al., 2012)¹, which sampled U.S. private and public 4-year institutions, including UT San Antonio and Texas A&M-Corpus Christi.

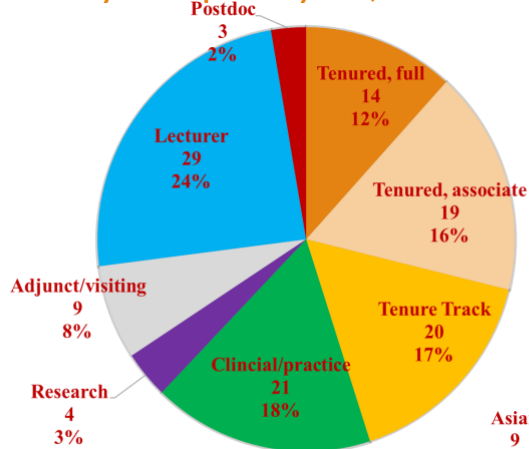
With IRB approval and support from the UTEP Helpdesk, a total of 915 UTEP women (542 faculty and 373 professional staff²) were contacted by email with a link to the online survey. The survey had a response rate of 22%.

Survey Participants

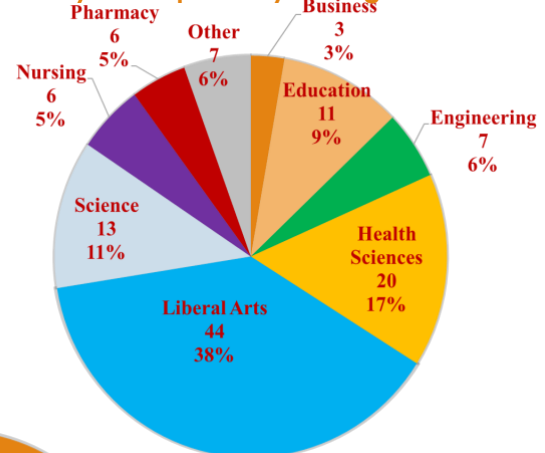
UTEP Women Survey Participants (N = 197)

- ◆ **Faculty** = 119 (60% of the sample)
 - **Tenured** = 33
 - Non-Tenured Faculty on Tenure-Track (**NT**) + Non-Tenure-Track Faculty (**NTT**) = 86

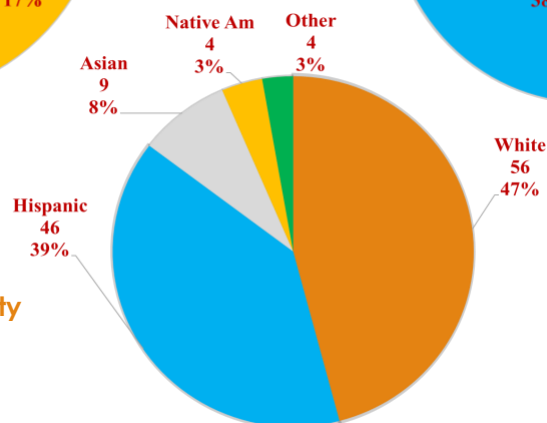
Faculty Participants by Title/Rank



Faculty Participants by College



Faculty Participants by Ethnicity

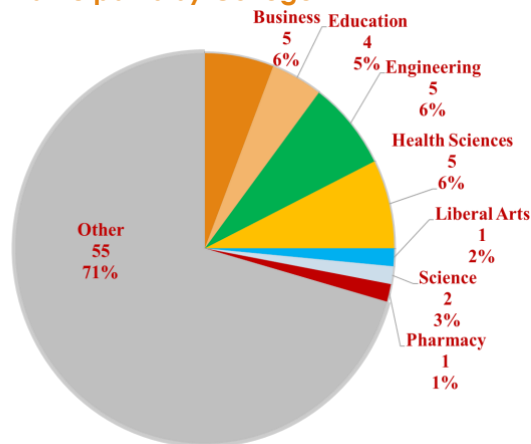


¹ Hurtado, S., Eagan, M. K., Pryor, J. H., Whang, H., & Tran, S. (2012). *Undergraduate teaching faculty: The 2010–2011 HERI Faculty Survey*. Los Angeles: Higher Education Research Institute, UCLA.

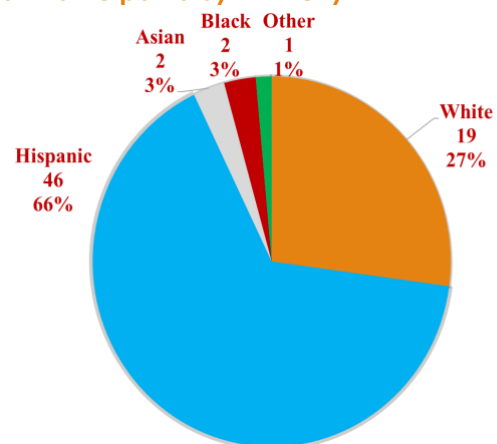
² A&P Classified Staff

♦ **Professional staff** = 78 (40% of the sample)

Staff Participants by College



Staff Participants by Ethnicity



The data is presented for UTEP women in three categories: (1) tenured faculty; (2) faculty who are not tenured with a tenure-track appointment, *combined with* faculty who are not on the tenure-track (NT+NTT); and, (3) professional staff. The data for these **three groups of UTEP women** are presented alongside data from a **national sample** of women faculty (Hurtado et al., 2012)³.

Organization of the Report

Major findings from the survey are summarized in **five sections**:

1. **Job Satisfaction**
2. **Need for Equity**
3. **Career Advancement**
4. **Hiring Faculty & Administrators**
5. **Work Environment**

Recommendations based on the survey findings to be described in more detail include:

⇒ **Implement Strategic Plan for Faculty & Staff Diversity, Equity & Inclusion**

- Charge incoming Provost to prioritize DEI Strategic Plan & align with UTEP's broader strategic planning
- Establish Office of Diversity, Equity & Inclusion (ODEI) led by an Associate Provost
- Establish Ombuds Office

³ Hurtado et al. (2012) did not collect data from university professional staff.

Survey Findings

1. Job Satisfaction

How satisfied are UTEP women with their jobs?

UTEP women appear to be less satisfied with their jobs relative to women in the national sample, and more UTEP women have considered departure, relative to women at other institutions.

% satisfied with job overall⁴

	UTEP	National sample
Tenured faculty	67%	74%
NT+NTT faculty	63%	74%
Professional staff	63%	

% considered leaving the university in the past 2 years

	UTEP	National sample
Tenured faculty	61%	47%
NT+NTT faculty	64%	43%
Professional staff	68%	

% considered leaving academia in the past 2 years

	UTEP	National sample
Tenured faculty	30%	30%
NT+NTT faculty	57%	40%
Professional staff	57%	

2. Need for Equity

Is there a need for more equity at UTEP?

Only about half of UTEP women think that women are treated fairly at UTEP. In contrast, a large majority of women in a national sample think they are treated fairly at their institutions.

Women are treated fairly at this university - % agree⁵

	UTEP	National sample
Tenured faculty	46%	76%
NT+NTT faculty	52%	87%
Professional staff	58%	

⁴ 4-point scale (not satisfied - very satisfied)

⁵ 4-point scale (disagree strongly - agree strongly)

Similarly, while a large majority of women in a national sample think faculty & administrators of color are treated fairly at their institutions, relatively fewer women at UTEP believe this.

Faculty & administrators of color are treated fairly at this university - % agree

	UTEP	National sample
Tenured faculty	57%	84%
NT+NTT faculty	66%	93%
Professional staff	66%	

A large majority of UTEP women report experiencing stress from subtle discrimination (e.g., prejudice, racism, sexism). Relatively fewer women in a national sample reported experiencing this type of stress.

Stress from discrimination - % experience some/great extent⁶

	UTEP	National sample
Tenured faculty	79%	43%
NT+NTT faculty	61%	34%
Professional staff	60%	

3. Career Advancement

To what extent does UTEP support women with career advancement?

Far below half of UTEP women think that the criteria for promotion at UTEP are clear. This is a sharp contrast with the national data.

Clear criteria for promotion - % agree

	UTEP	National sample
Tenured faculty	43%	69%
NT+NTT faculty	28%	66%
Professional staff	31%	

Just over a third of UTEP women agree that UTEP provides adequate professional development, which is a lower rate of agreement compared to data from the national sample.

Adequate professional development - % agree

	UTEP	National sample
Tenured faculty	39%	55%
NT+NTT faculty	36%	68%
Professional staff	32%	

⁶ 3-point scale (not at all – to a great extent)

While UTEP women's satisfaction with the prospects for career advancement at this institution is somewhat higher than the ratings of professional development, the rates still fall below those from the national sample.

% satisfied with prospects for career advancement

	UTEP	National sample
Tenured faculty	55%	57%
NT+NTT faculty	31%	39%
Professional staff	43%	

An overwhelming majority of UTEP women feel there are organizational barriers hindering their career progress. These percentages are higher than those reported by both women of color and White women in a sample of faculty from Midwestern universities (Thomas & Hollenshead, 2001)⁷.

Organizational barriers hindering career progress - % indicate some/great extent

	UTEP
Tenured faculty	91%
NT+NTT faculty	80%
Professional staff	83%
Midwestern sample	
White women	45%
Women of color	60%

4. Hiring Faculty & Administrators

Should UTEP hire more women and faculty & administrators of color?

UTEP women indicate high agreement that UTEP should hire more women faculty and administrators. In fact, their rates of agreement are higher than those of women in the national sample.

This university should hire more women faculty & administrators - % agree

	UTEP	National sample
Tenured faculty	94%	72%
NT+NTT faculty	83%	60%
Professional staff	91%	

⁷ Thomas, G., & Hollenshead, C. (2001). Resisting from the Margins: The Coping Strategies of Black Women and Other Women of Color Faculty Members at a Research University. *The Journal of Negro Education*, 70(3), 166-175. doi:10.2307/3211208

There are also very high levels of agreement among UTEP women that their institution should hire more faculty and administrators of color. Again, their rates of agreement are above those from women in the national sample.

This university should hire more faculty & administrators of color- % agree

	UTEP	National sample
Tenured faculty	91%	83%
NT+NTT faculty	81%	71%
Professional staff	89%	

5. Work Environment

How do women perceive the work environment at UTEP?

A large majority of UTEP women report stress from institutional procedures and “red tape”. Women in the national sample reported lower levels of this type of stress.

Stress from “red tape” - % experience some/great extent

	UTEP	National sample
Tenured faculty	82%	74%
NT+NTT faculty	82%	66%
Professional staff	87%	

While a large majority of women in the national sample are satisfied with their professional relationships with colleagues, relatively fewer UTEP women report such satisfaction.

% satisfied with professional relationships with colleagues

	UTEP	National sample
Tenured faculty	61%	76%
NT+NTT faculty	52%	80%
Professional staff	71%	

A large majority of UTEP women staff and non-tenured faculty report experiencing stress related to job security. The rates for faculty are just above the national data, while the percentage is very high for staff.

Stress from job security - % experience some/great extent

	UTEP	National sample
Tenured faculty	24%	23%
NT+NTT faculty	72%	69%
Professional staff	80%	

Approximately half of UTEP women report feeling unheard in a professional settings⁸. Interestingly, the rate is highest for tenured women⁹.

	UTEP
Tenured faculty	58%
NT+NTT faculty	47%
Professional staff	52%

How do Hispanic women perceive the work environment at UTEP?

- ◆ Hispanic female faculty members are **significantly less satisfied**¹⁰ than White female faculty members with their **opportunities for scholarship**, and with their **social relationships with colleagues**.
- ◆ Hispanic female faculty **agreed significantly less** than White female faculty that their **colleagues value their work**. Also, relative to White female faculty, Hispanic female faculty feel they have to **work harder than their colleagues to be seen as a legitimate scholar**.

Findings-Based Recommendations

Primary Recommendation

Implement Strategic Plan for **Faculty & Staff Diversity, Equity & Inclusion (DEI)**

⇒ Include WAC in development of the plan

Supporting Recommendations

1. **Charge incoming Provost to prioritize DEI Strategic Plan & align with UTEP's broader strategic planning**
2. **Establish Office of Diversity, Equity & Inclusion (ODEI) led by an Associate Provost to:**
 - **Promote a culture prioritizing DEI**
 - Require statement on commitment to DEI in job applications & promotion portfolios
 - Collect & disseminate data annually to track DEI outcomes
 - **Support professional development & career advancement**
 - Resurrect & expand UTEP ADVANCE initiatives
 - **Best Practices**¹¹:
 - Slowing of tenure clock for family issues
 - Availability of research release time at the departmental level
 - Early feedback regarding progress toward tenure
 - Active recruitment of women from underrepresented groups
 - Facilitation of departmental strategic planning
 - Establish UTEP Women's Network
 - Increase the number of women & faculty/staff of color in tenured & leadership positions

⁸ Frequency of occurrence rated on a scale from 0 (not at all) – 5 (very often).

⁹ This survey item does not appear in HERI, so there is not national data available.

¹⁰ Statistical tests of comparison by ethnicity were conducted combining tenured & non-tenured faculty.

¹¹ See <https://www.utep.edu/nsfadvance/about/index.html>

- Implement institutional policies to increase job security and promotions for NTT faculty & professional staff¹²
- Promote equitable job practices & eliminate bias
 - Training for chairs & deans
 - Review & reduce obstacles to FMLA & caregiver leave
- Eliminate organizational barriers to advancement & productivity
 - Integrate DEI best practices into T&P process and into promotion practices for NTT faculty & professional staff
 - Review institutional data to identify gaps in pay equity & revise salary pay scales

3. Establish Ombuds Office

- Provide mediation to support equitable job practices & elimination of bias
- Increase job satisfaction and provide faculty & staff with a new sense of agency in managing work-life issues

Significance of the Findings & Recommendations

Advancement of UTEP as a competitive R1 institution

- ◆ Our recommendations are parallel to those presented by the Independent Equity Committee at **UT Austin** in the **Hispanic Equity Report** (2019)¹³, which included:
 - Hire of more Hispanic TT faculty, and inclusion of especially Hispanic women in leadership positions
 - Recurring annual investment (\$2.3M) to achieve **equity compensation** for Hispanic faculty, who make about **\$25k less** than White faculty at the full professor level, and about **\$19k less** at the assistant level
- ◆ UTEP is **not** among **Texas public R1 universities** with an Office of Diversity, Equity, & Inclusion (ODEI):
 - UT Austin, Texas A&M, Texas Tech*, UT Dallas, University of North Texas, & University of Houston*
 - Other Texas public emerging/aspiring research universities with an ODEI: Texas State University*, UT San Antonio*, UTRGV*
- ◆ Studies on **cost-benefit analyses of faculty turnover** demonstrate that faculty-centered policies which retained even one faculty member saved the institution an average of **\$83,099** (Gahn & Carlson, 2008)¹⁴, or provided a department with a net savings of about **\$122,000** (Brown & Freeman, 2013)¹⁵.

UTEP's commitment to serve a 21st century student demographic

¹² See *Professional Employment Practices for Non-Tenure-Track Faculty Members: Recommendations and Evaluative Questions* (MLA, 2011)

¹³ Retrieved from <https://drive.google.com/file/d/1shthHO9689ekpc9ztEB9UDJClnhKTfUH/view>

* Hispanic-Serving Institution

¹⁴ Retrieved from

https://www.provost.iastate.edu/sites/default/files/uploads/faculty%20resources/professional%20development/2008_10-11gahncarlson_hoc2.pdf

¹⁵ Retrieved from <https://www.irle.berkeley.edu/files/2013/Estimating-Net-Costs-of-Adopting-Family-Friendly-Policies-at-Universities.pdf>

- ◆ Research and legal decisions demonstrate that faculty, staff, and student diversity propels innovation, and offers underrepresented students crucial role models¹⁶.
- ◆ According to the UTEP Fact Book, we have approximately:
 - 11,000 Hispanic Female Students** (45% of students)
 - and **56 Hispanic Female Tenure-Track Faculty** (10% of TT faculty)
 - • •
 - 13,000 Female Students** (54% of students)
 - and **180 Female Tenure-Track Faculty** (34% of TT faculty)
 - • •
 - 20,000 Hispanic Students** (80% of students)
 - and **145 Hispanic Tenure-Track Faculty** (27% of TT faculty)

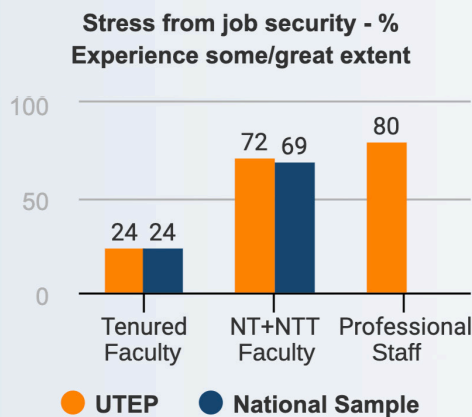
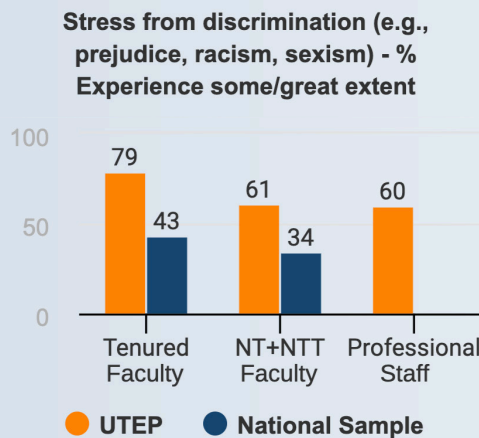
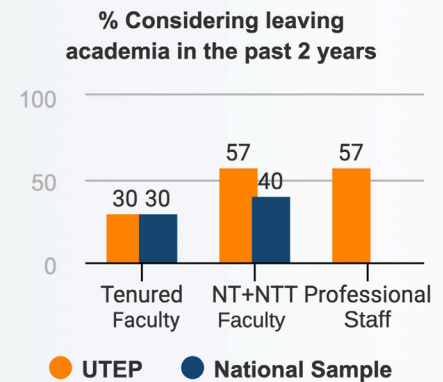
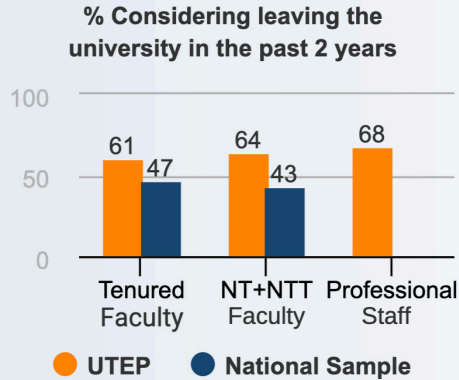
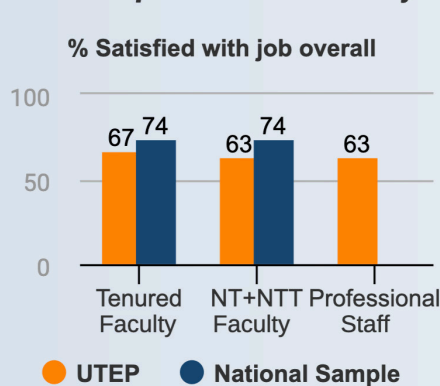
“Because MSIs [Minority-Serving Institutions] have served the underserved for many years, one might assume that they do not need to engage in discussions of diversity and inclusion. On the contrary...it is even more important for MSIs to address and take the lead on...a diverse and inclusive academy” (Martinez-Acosta & Favero, 2018).

¹⁶ See for example Milem et al. (2005), Harper & Hurtado (2007), Turner et al. (2008)

2019 Survey on Experiences in Academia for UTEP Women Faculty & Professional Staff

This summarizes major findings from the survey, and offers recommendations based on the findings. The data for UTEP women **tenured faculty**, **non-tenured faculty (NTT)**, and **professional staff** are presented alongside data from a **national sample** of woman faculty.

How satisfied are UTEP women faculty & staff with their current position with current job situation?



How do Hispanic women perceive the work environment at UTEP?

- Hispanic female faculty members are **significantly less satisfied** than White female faculty members with their **opportunities for scholarship**, and with their **social relationships with colleagues**.
- Hispanic female faculty **agreed significantly less** than White female faculty that their **work is valued by their colleagues**.
- To a **significantly greater extent** than White female faculty, Hispanic female faculty feel that they have to **work harder than their colleagues to be seen as a legitimate scholar**.

"Inclusive environments promote employees' work-related self-esteem and their willingness to go above and beyond in their jobs" (Cottrill, Lopez, Hoffman, 2013).

Primary Recommendation

- Implement Strategic Plan for Faculty & Staff Diversity, Equity & Inclusion (DEI)** (Include WAC in development of the plan)

Supporting Recommendations

- Charge incoming Provost to prioritize DEI Strategic plan & align with UTEP's broader strategic planning.
- Establish an Office of Diversity, Equity & Inclusion (ODEI) led by an Associate Provost.
- Establish Ombuds Office.

Cost-benefit analyses of faculty turnover:

- Faculty-centered policies which retained even one faculty member saved the institution an average of \$83,099 (Gahn & Carlson, 2008).
- Estimated net savings to a department from faculty-centered policies is about about \$122,000 (Brown & Freeman, 2013).

11,000

Hispanic Female Students

(45% of Students)

56

Hispanic Female TT Faculty

(10% of TT Faculty)

13,000

Female Students

(54% of Students)

180

Female TT Faculty

(34% of TT Faculty)

20,000

Hispanic Students

(80% of Students)

145

Hispanic TT Faculty

(27% of TT Faculty)



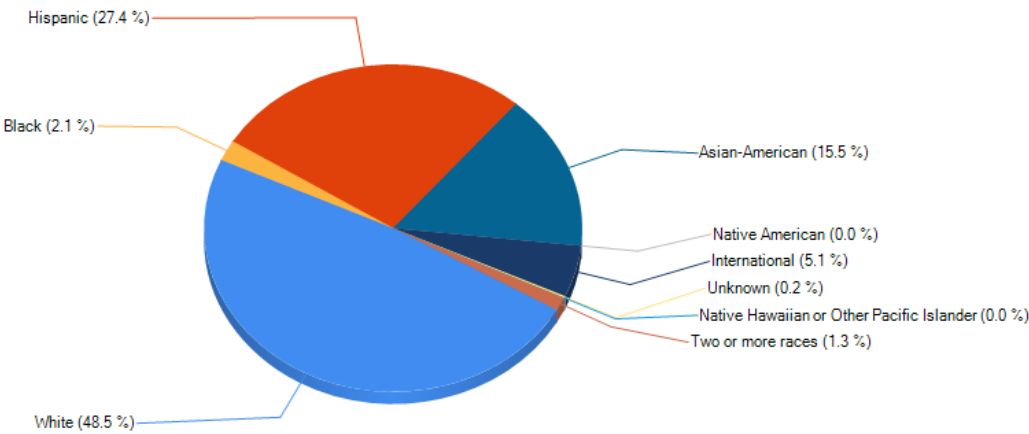
Tenured/Tenure-Track Faculty by Gender and Ethnicity

Term Fall 2018 ▾
[Excel Download](#)

Notes: Faculty with a rank of professor, associate professor, or assistant professor are included.

College	Department	Total		White		Black		Hispanic		Asian-American		Native American		International		Unknown		Native Hawaiian or Other Pacific Islander		Two or more races	
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Business Administration	Department of Accounting and Information Systems	11	3	7	1	2		1	2	1											
	Economics and Finance	14	4	10	1			2		1	1			1	2						
	Marketing and Management	17	2	5				6	1	5				1	1						
	College Total	42	9	22	2	2		9	3	7	1			2	3						
Education	Educational Leadership and Foundations	7	2	2	1			3	1	2											
	Educational Psychology and Special Services	7	6	4	2	1		1	3						1					1	
	Teacher Education	10	14	6	8			3	4	1	2										
	College Total	24	22	12	11	1		7	8	3	2				1					1	
Engineering	Civil Engineering	12	1	5				4		3	1										
	Computer Science	11	4	6	1	1		1	2	3	1										
	Department of Engineering Education and Leadership	4	1	3	1			1													
	Electrical and Computer Engineering	14	4	5		1	1	6	3	2											
	Industrial, Manufacturing, and Systems Engineering	5	1					2		2				1	1						
	Mechanical Engineering	16		5		1		4		6											
	Metallurgical, Materials and Biomedical Engineering	6	1	1				1		3	1			1							
	College Total	68	12	25	2	3	1	19	5	19	3			2	1						
Health Sciences	Health Sciences	1	1	1					1												
	Kinesiology	5		4						1											
	Public Health Sciences	2	7		4			1	2	1	1										
	Rehabilitation Sciences	3	7	2	4				1		1			1	1						
	Social Work	1	4	1	1				1		1				1						
	College Total	12	19	8	9			1	5	2	3			1	2						
Liberal Arts	Art	7	4	5	4			2													
	Communication	9	6	1	1	1		5	3	2	1				1						
	Creative Writing	6	3	2				4	2		1										
	Criminal Justice	6	1	4	1			2													
	Department of Theatre and Dance	5	6	4	3				2	1					1						
	English	10	14	7	8			3	4		1										1
	History	11	5	6	2	1		2	3	2											
	Languages and Linguistics	5	7	4	4				3												1
	Liberal Arts (Dean's Office)	9	2	6			1	2							1						1
	Music	12	4	9	3			1			1										2
	Philosophy	3	3	3	1				1						1						
	Political Science	6	4	4	1			1	2		1			1							
	Psychology	11	9	8	5			3	2						2						
	Sociology and Anthropology	6	10	4	5				3	1	2										1
	College Total	106	78	67	38	2	1	25	25	6	7			1	6					5	1
School of Nursing	School of Nursing	2	7		2			2	4		1										
	College Total	2	7		2			2	4		1										
School of Pharmacy	School of Pharmacy	5	3	1	1			2	1	2	1										
	College Total	5	3	1	1			2	1	2	1										
Science	Biological Sciences	29	10	18	4		1	7	3	4	1				1						
	Department of Chemistry and Biochemistry	18	3	5	2			7		6	1										
	Geological Sciences	12	7	5	5			3		1	2			2		1					
	Mathematical Sciences	21	7	12	3			3	1	3	2			3	1						
	Physics	11	3	2	1			4	1	4	1			1							
	College Total	91	30	42	15		1	24	5	18	7			6	2	1					
University Total	College Total	350	180	177	80	8	3	89	56	57	25			12	15	1				6	1

Fall 2018 Tenured/Tenure-Track Faculty, By College





Non-tenured Faculty by Gender and Ethnicity

Term Fall 2018 ▾
[Excel Download](#)

Notes: Faculty with a rank of lecturer, visiting faculty or specialist are included. Assistant instructors, teaching assistants, or adjunct faculty are included if they are instructors of record.

College	Department	Total		White		Black		Hispanic		Asian-American		Native American		International		Unknown		Native Hawaiian or Other Pacific Islander		Two or more races	
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Business Administration	Business Administration (Dean's Office)	14	6	3	1			1						10	5						
	Department of Accounting and Information Systems	5	8	3	6			2	1												1
	Economics and Finance	7	2	2		1		4	2												
	Marketing and Management	9	2	4	1			5	1												
	College Total	35	18	12	8	1		12	4					10	5						1
Continuing Education	Professional and Public Programs	9	7	1	2			7	5	1											
	College Total	9	7	1	2			7	5	1											
Education	Educational Leadership and Foundations	6	3	4	1			2	2												
	Educational Psychology and Special Services	4	10	1	5			3	5												
	Teacher Education	3	22	1	9		1	2	11		1										
	College Total	13	35	6	15		1	7	18		1										
Engineering	Civil Engineering	8	2	4				2	1	1				1	1						
	College of Engineering (Dean's Office)	7	1	2				2		1				2	1						
	Computer Science	4	4		2			3	1		1					1					
	Electrical and Computer Engineering	12	4	3				9	3						1						
	Industrial, Manufacturing, and Systems Engineering	7	1	1				1						5	1						
	Mechanical Engineering	12	1	2	1			5						3		2					
	Metallurgical, Materials and Biomedical Engineering	5	1	4	1			1													
	College Total	55	14	16	4			23	5	2	1			11	4	3					
Graduate Studies	Center for Environmental Resource Management	1				1															
	College Total	1				1															
Health Sciences	Health Sciences	2	5		1	1		1	4												
	Kinesiology	5	5	2	2		1	3	2												
	Public Health Sciences	2	11	1	3				7						1	1					
	Rehabilitation Sciences	5	25	3	11			1	13			1			1						
	Social Work	6	10	2	1			4	7						2						
	College Total	20	56	8	18	1	1	9	33			1			4	1					
Liberal Arts	Aerospace Studies	1		1																	
	Art	12	12	8	8			4	4												
	Communication	13	13	3	7			10	6												
	Creative Writing	3	7		2			2	4					1	1						
	Criminal Justice	10	9	2	3			8	6												
	Department of Theatre and Dance	3	8	1	4			2	4												
	English	26	36	9	16	1		9	14		1			7	4						1
	History	10	3	4	1			4	2							1					1
	Languages and Linguistics	13	26	3	8			9	14					1	3		1				
	Liberal Arts (Dean's Office)	28	32	19	15			8	17												1
	Military Science	6	1	3	1	1										2					
	Music	18	8	14	6	1		1	1					1	1	1					
	Philosophy	2	1	2					1												
	Political Science	6	2	4				2	1		1										
	Psychology	10	8	6	3			4	4						1						
	Religious Studies	1						1													
	Sociology and Anthropology	6	7	1	4	1		3	3							1					
	College Total	168	173	80	78	4		67	81		2			10	10	5	1			2	1
Office of Academic Affairs	Undergraduate Studies	12	29	5	13		2	7	11				1		2						
	College Total	12	29	5	13		2	7	11				1		2						

School of Nursing	School of Nursing	22	59	8	23			14	33		3								
	College Total	22	59	8	23			14	33		3								
School of Pharmacy	School of Pharmacy	5	16	1	4			2	9	1	1			1				1	1
	College Total	5	16	1	4			2	9	1	1			1				1	1
Science	Biological Sciences	15	9	12	3			3	3		3								
	College Of Science (Dean's Office)	1	3						2					1	1				
	Department of Chemistry and Biochemistry	9	3	5	2			1	1	1				2					
	Geological Sciences	7	5	5	4				1					2					
	Mathematical Sciences	29	15	9	4	3		10	7	1	2			6	2				
	Physics	7	3	2		1		4			1				2				
	College Total	68	38	33	13	4		18	14	2	6			11	5				
University Total	College Total	408	445	170	178	11	4	166	213	6	14	1	1	43	30	9	1		1