

## 2021 COACHE Faculty Job Satisfaction Survey Analysis: FACULTY DIVERSITY Custom Questions

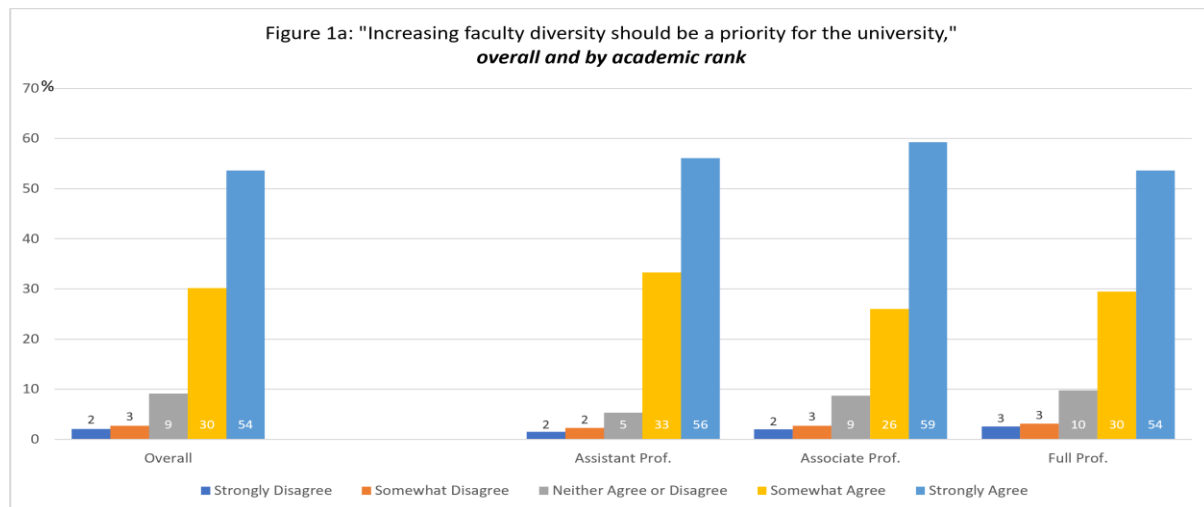
Increasing diversity among faculty at UC Davis has been a university priority for many years and the campus has engaged in multiple initiatives to diversify faculty hiring and to create inclusive and equitable policies, practices, and work climates. The 2021 UC Davis COACHE Faculty Job Satisfaction Survey provided an opportunity to query faculty about their perceptions of university efforts to increase diversity among faculty. This report presents an analysis of faculty responses to those survey items.<sup>1</sup>

### PERSPECTIVES ON FACULTY DIVERSITY AS A UNIVERSITY PRIORITY:

To assess faculty perspectives on whether the university should prioritize faculty diversity, the survey respondents were asked to report their level of agreement with the following statement:

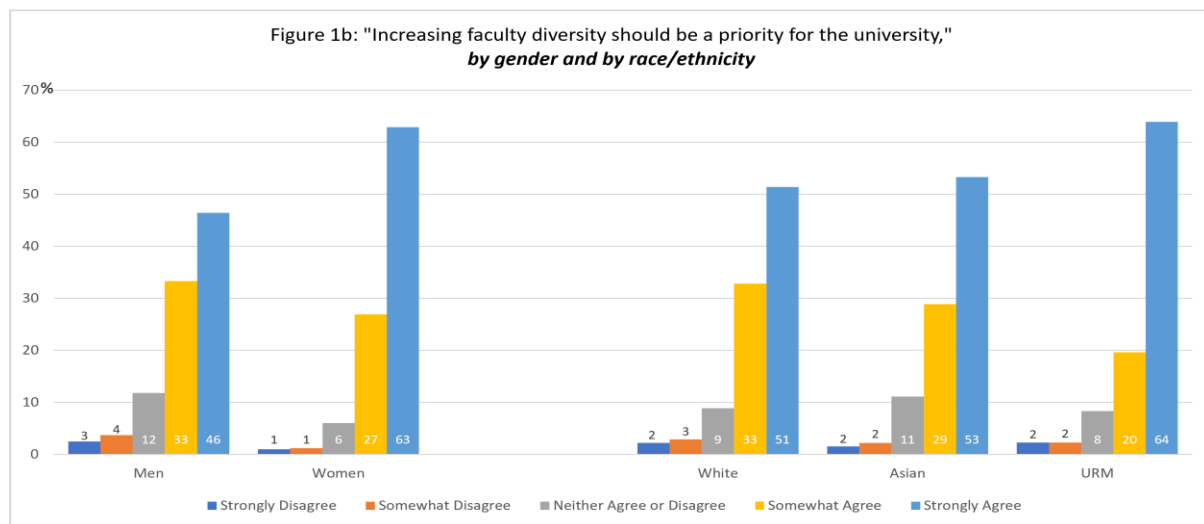
- *Increasing faculty diversity should be a priority for the university.*

As the survey results presented in Figure 1a show, faculty overwhelmingly agree that increasing faculty diversity should be a priority for UC Davis. Overall, 84% of respondents agree – with 54% agreeing “strongly” and 30% agreeing “somewhat” – that faculty diversity should be prioritized. Positive endorsement of prioritizing faculty diversity is consistent among faculty of all ranks, but it is most prevalent among assistant and associate professors.

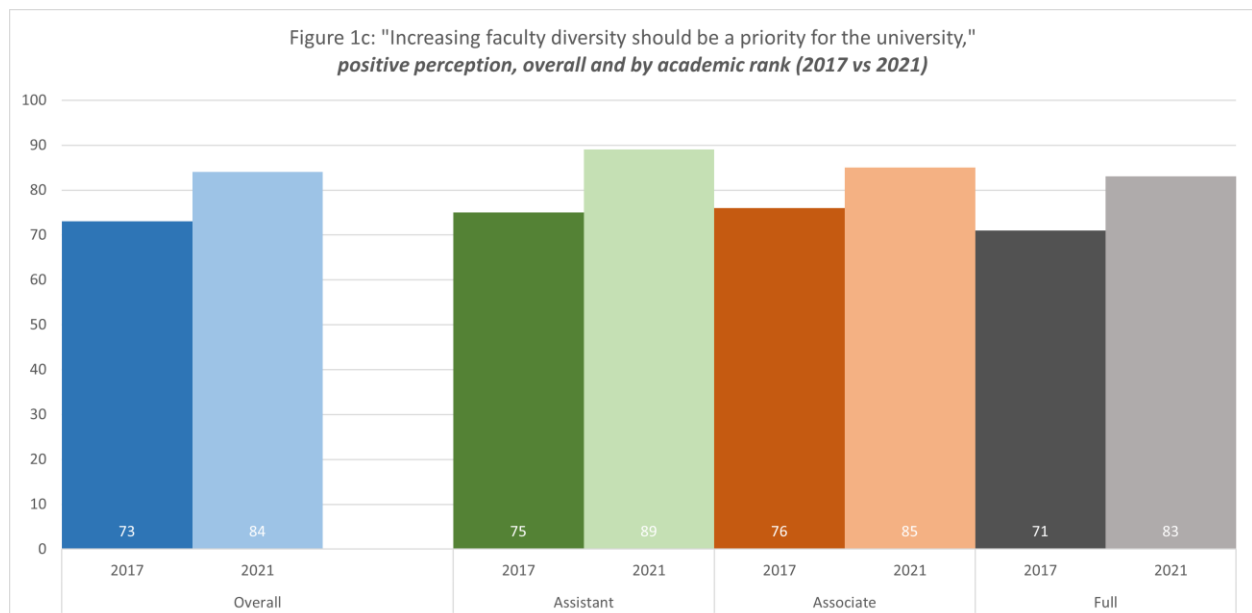


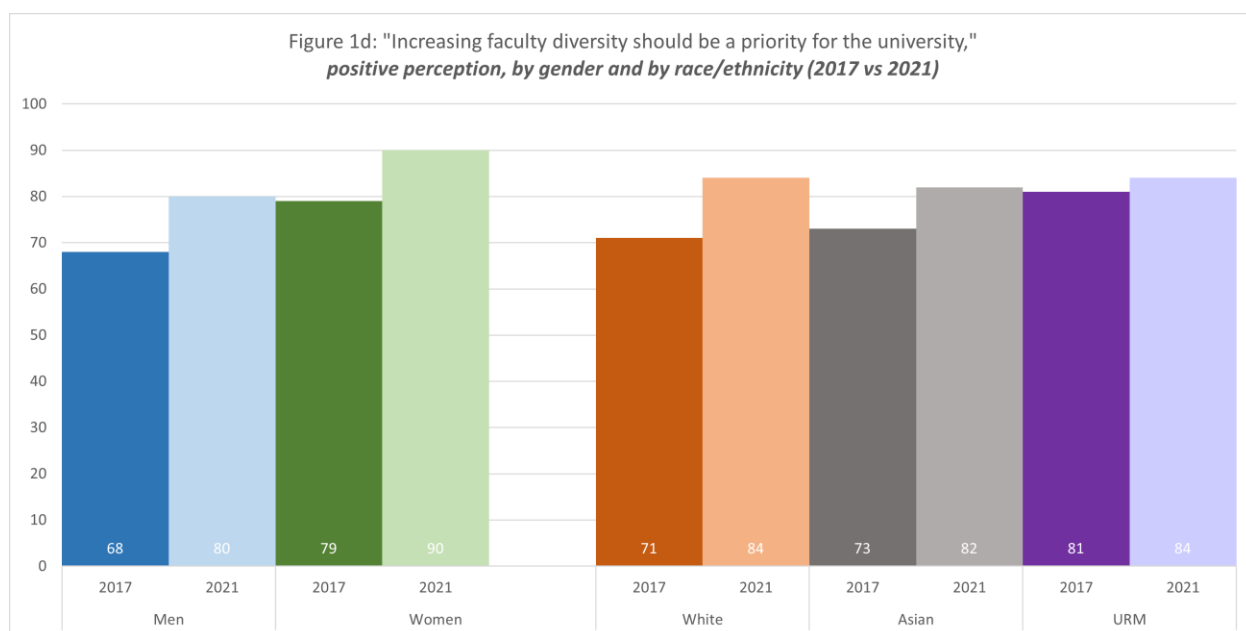
Faculty in all demographic groups report very strong support for prioritizing faculty diversity (Figure 1b), and this support is greatest among women and URM faculty. Over 63 percent of women “strongly agree” and another 27% “somewhat agree” that increasing faculty diversity should be a priority for the university, compared to 46% “strongly agree” and 33% “somewhat agree” among men. Among URM faculty, a total of 84% agree that faculty diversity should be a university priority, with 64% reporting strong agreement. Men, Whites, and Asian/Asian-American faculty are more likely than women and URM faculty to report that they “neither agree nor disagree” with prioritizing faculty diversity.

<sup>1</sup> Distributions in this report are based on 808 valid responses received for these survey questions (total number of responses = 998). Sample sizes for faculty subpopulations are: 398 full, 141 associate, and 122 assistant professors; 403 men, 378 women; 563 Whites, 123 Asian/Asian-Americans, and 122 Underrepresented Minorities.



There has been a marked increase in support for prioritizing faculty diversity, with 84% agreeing that it should be a priority, compared with 73% from the 2017 COACHE survey. The largest increase in agreement can be found within the comparison group of men and whites.





### PERSPECTIVES ON UNIVERSITY POLICIES AIMED AT INCREASING FACULTY DIVERSITY:

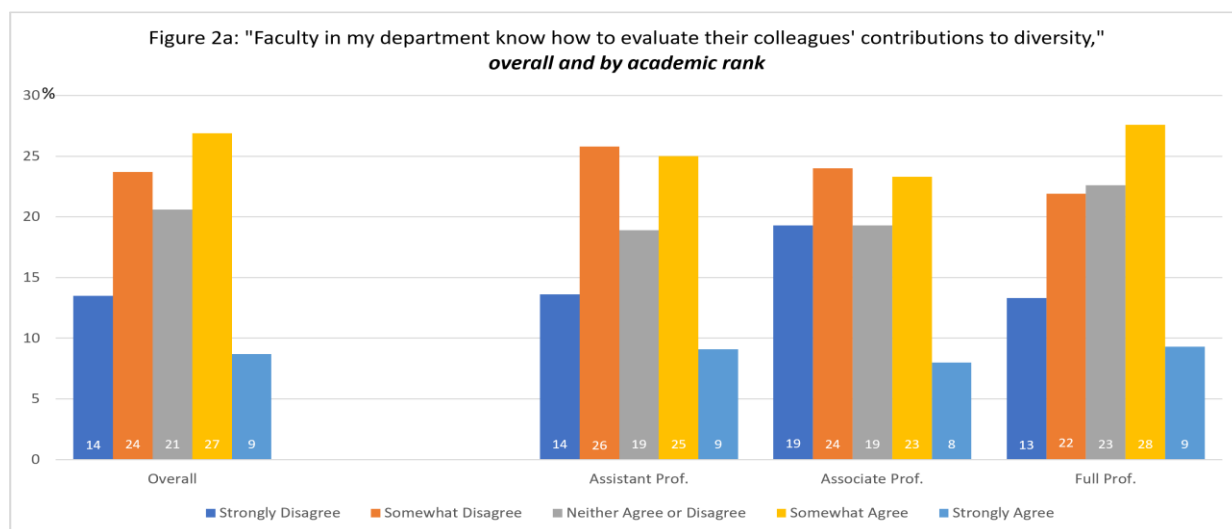
The 2021 COACHE survey included two questions that were intended to assess faculty perspectives on two policies aimed at increasing faculty diversity: evaluation of faculty contributions to diversity in the merit and promotion process, and the use of contribution to diversity statements in the faculty hiring process. Survey respondents were asked to report their level of agreement with the following statements:

- *Faculty in my department know how to evaluate their colleagues' contributions to diversity.*
- *Requiring diversity statements from job applicants is a useful tool in the faculty search process.*

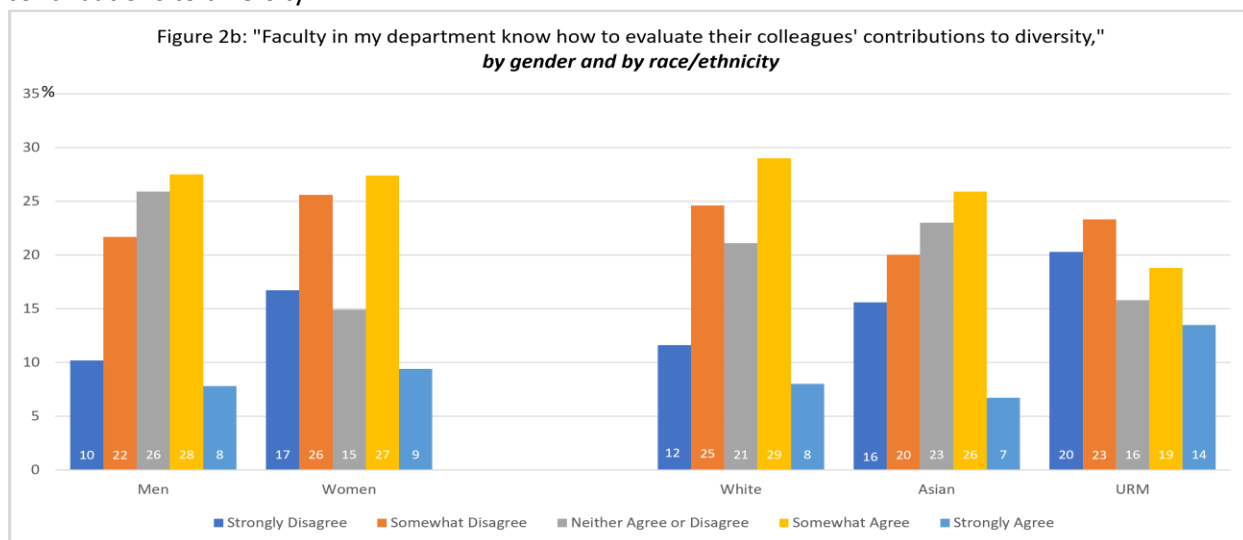
### Faculty evaluation of contributions to diversity:

Figure 2a presents the survey results measuring UC Davis faculty members' perception of their colleagues' ability to assess faculty contributions to diversity for the full sample of survey respondents and separately by faculty rank. On average, faculty are slightly more negative than positive on this issue, and the results indicate that (1) a significant proportion (38%) of faculty are not confident that their colleagues know how to assess contributions to diversity, and (2) that a large proportion of faculty (21%) respond "neither agree nor disagree," indicating that they are unsure of or unable to assess their colleagues' ability to evaluate faculty contributions to diversity.

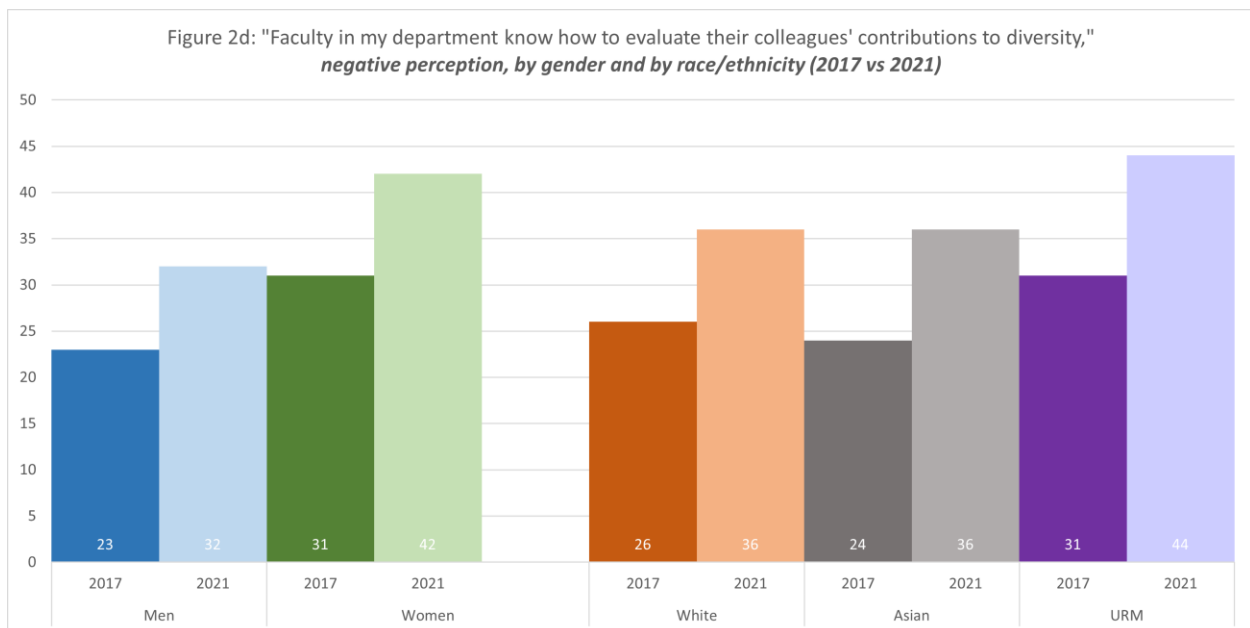
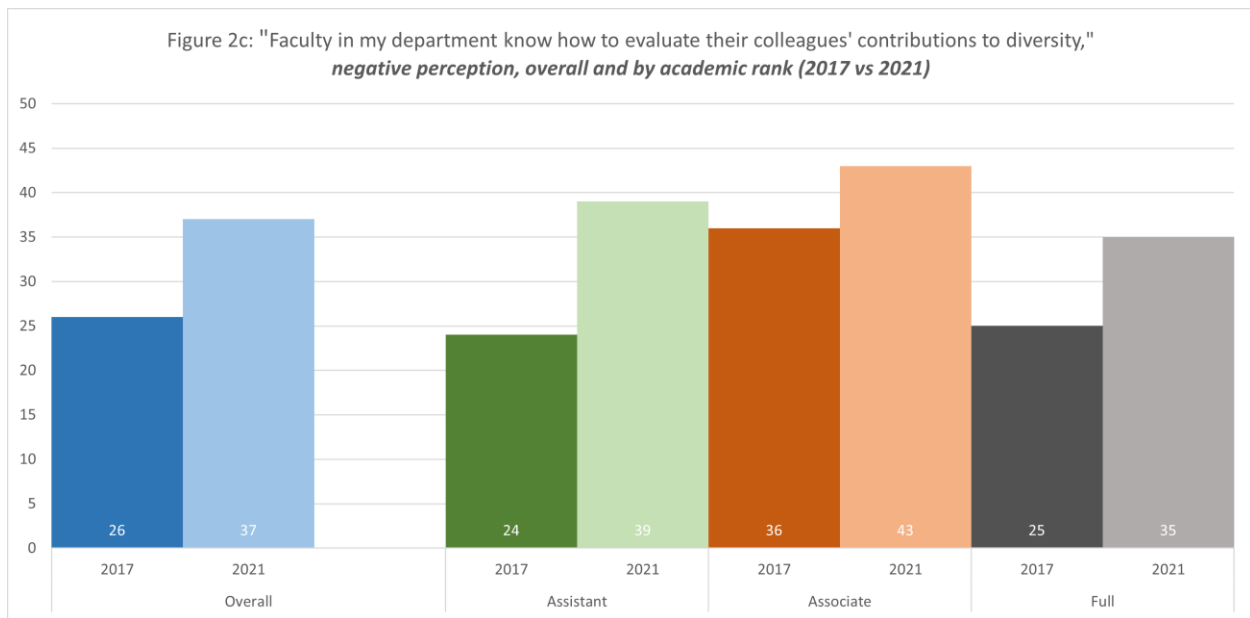
Assistant and Associate professors are significantly more likely than full professors to disagree (both "strongly" and "somewhat") that their colleagues know how to evaluate contributions to diversity.



The results presented in Figure 2b show that women and URM faculty are less likely than men, Whites and Asian/Asian-American faculty to agree (combining the “strongly” and “somewhat” response categories) and more likely to “strongly disagree” that their colleagues know how to evaluate contributions to diversity.

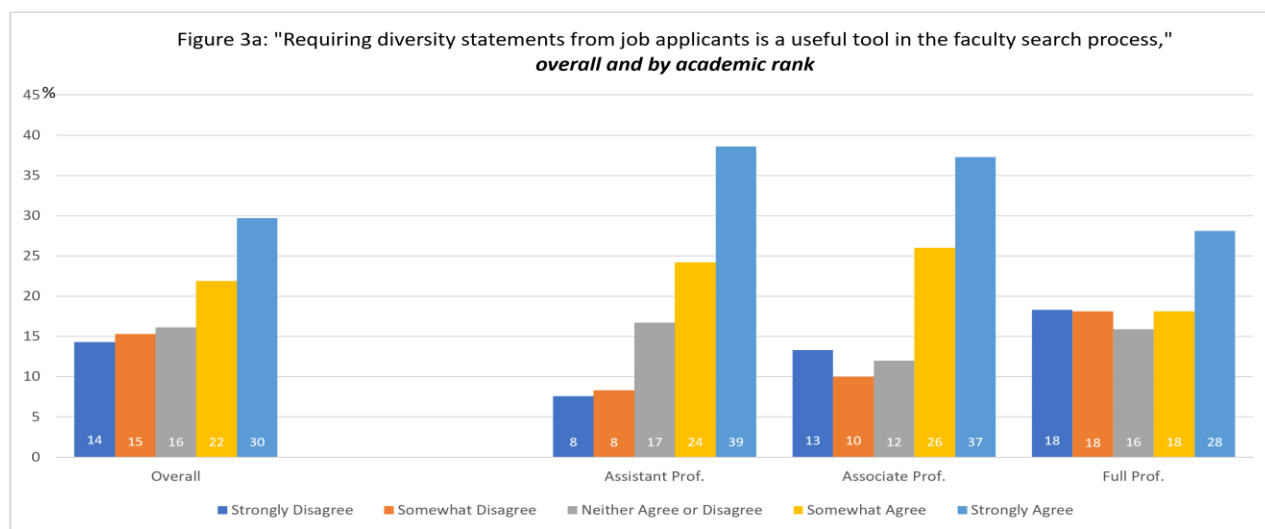


Compared to the results from the 2017 COACHE survey, we’ve seen a significant increase (38% compared to 26% in 2017) in UC Davis faculty members’ disagreeing that their colleagues know how to evaluate contributions in diversity. This negative perception is apparent among all ranks, genders, and race/ethnicities.

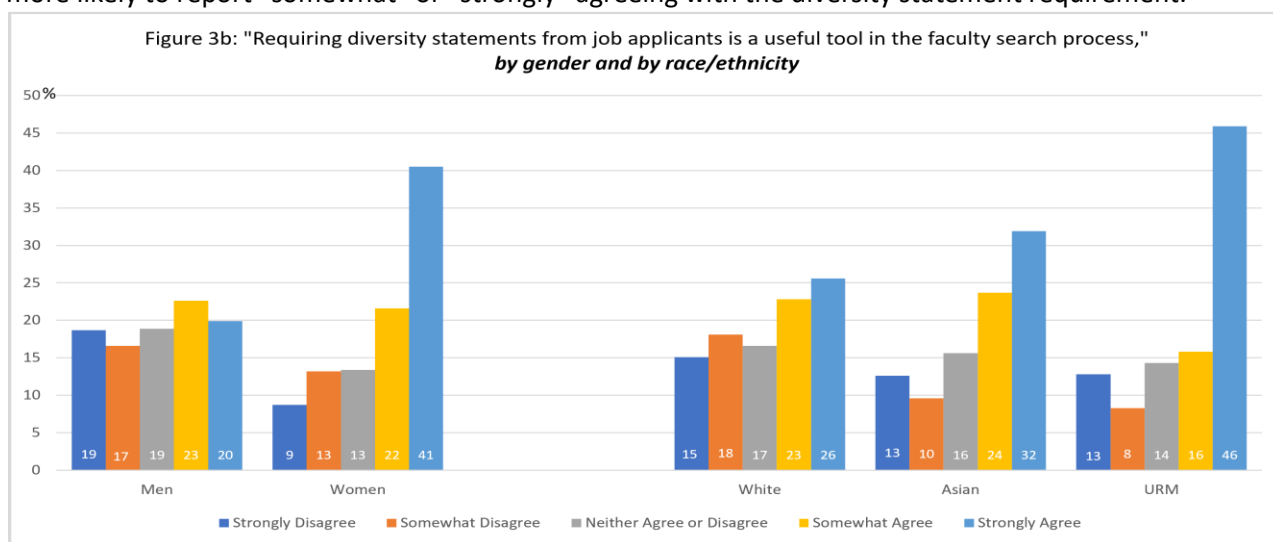


#### Requiring diversity statements in faculty hiring:

Figure 3a presents the survey results measuring UC Davis faculty members' perspectives on whether "requiring diversity statements from job applicants is a useful tool in the faculty search process." Overall, the survey responses showed positive perception, with 52% of faculty "agree", 27% "disagree", and 16% "neither agree nor disagree" that requiring diversity statements from faculty job applicants is a promising way to increase faculty diversity. There is slight variation by faculty rank in the proportion of faculty who "somewhat disagree," "neither agree nor disagree," and "somewhat agree" with the use of diversity statements in faculty hiring, with Assistant and Associate professors perceiving it more positively than Full professors.



The results presented in Figure 3b show that faculty support for the use of diversity statements in the academic hiring process varies significantly by gender and race/ethnicity. Women are much more likely than men to “strongly” agree (41% of women versus 20% of men) with the diversity statement requirement, while men are twice as likely as women (19% versus 9%) to “strongly disagree” with this policy. White faculty are the most likely to “strongly disagree” or “somewhat disagree” (31%) with the diversity statement requirement, while URM faculty (62%) and Asian/Asian-American faculty (56%) are more likely to report “somewhat” or “strongly” agreeing with the diversity statement requirement.



When compared against the results of the 2017 COACHE Survey, we see increased positive perception of requiring diversity statements in faculty hiring across all groups. This shift in positive perception is most apparent amongst the Assistant and Associate ranks, women, and white faculty.

