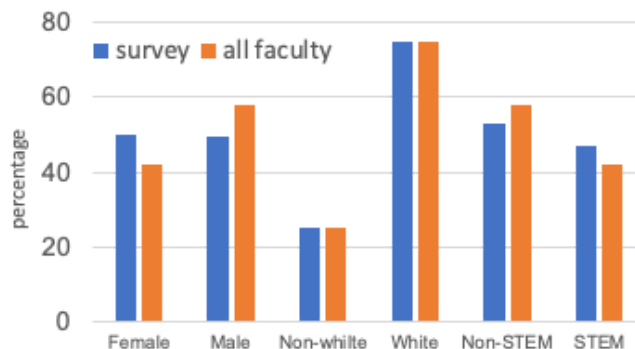


## Survey 1: Recruitment & Hiring Highlights

This is a short summary of our findings from Survey 1, where we saw statistically significant differences using a chi-square test. The original survey instrument and details about the survey data is on our website. Please note that STEM in this study includes engineering, natural sciences, and mathematics.

### Respondents Demographics:

Survey 1 received 217 responses out of 407 (53%) full-time faculty members currently at Bucknell. The gender, race/ethnicity and discipline of the respondents are representative of the overall faculty (see right).



### Search Committee Experiences:

160 respondents have served on search committees in recent years (since AY 2015-16).

- At the offer-extension stage, 31% of women agree that the search committee they served on “**think it is unlikely a candidate of color will accept our offer,**” compared to 16% of men.
- In terms of hiring faculty of color, 67% of white respondents agree that the search committee they served on “**find it difficult to hire candidates of color,**” compared to 26% of non-white respondents.
- 47% of non-white respondents agree that the search committee they served on think “**the academic pedigree is a good proxy to a candidate’s likelihood of success at Bucknell,**” compared to 25% of white respondents.

### Hiring Experience & Inclusivity:

68 respondents hired in and after AY 2015-16 completed questions on their experiences during the hiring process and their sense of inclusivity.

- The majority of respondents find their lived experience is the same as or better than expectation in [all surveyed](#) categories. However, 40% of respondents reported that the expectation was better than the lived experience in “**Personnel Policies or Benefits and Partner Support**”.
- STEM and non-STEM respondents report a statistically significant difference in the **department culture**. While 62% of STEM respondents report their lived experience is better than expectation with respect to department culture, the number is 21% among non-STEM respondents. On a related question, 7% of STEM respondents indicated their expectation was better than their lived experience regarding “**Departmental colleagues value everyone regardless of their backgrounds. (e.g. social, cultural, gender identity),**” compared to 31% of non-STEM respondents.
- Female and male respondents report a statistically significant difference in the **college culture**. 38% of women report their lived experience better than expected, while the number is 50% among men. COVID-19 pandemic also affected women and men differently in this category: 53% women report that the college culture is negatively impacted by COVID, compared to 25% of men.

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