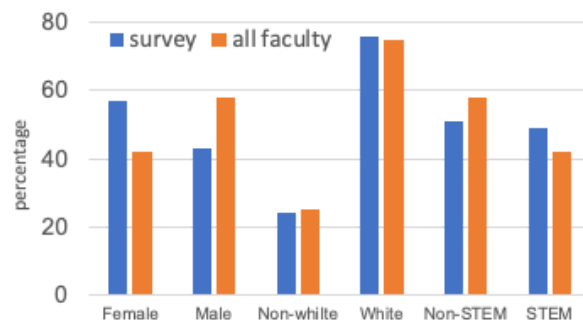


Survey 2: Tenure & Retention Highlights

This is a short summary of our findings from Survey 2, 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 2 received 171 responses (all from tenure-track faculty) out of 407 (42%) full-time faculty members. We see proportionally more female respondents, while the race/ethnicity and discipline of the respondents are representative of the overall faculty. (See right figure).

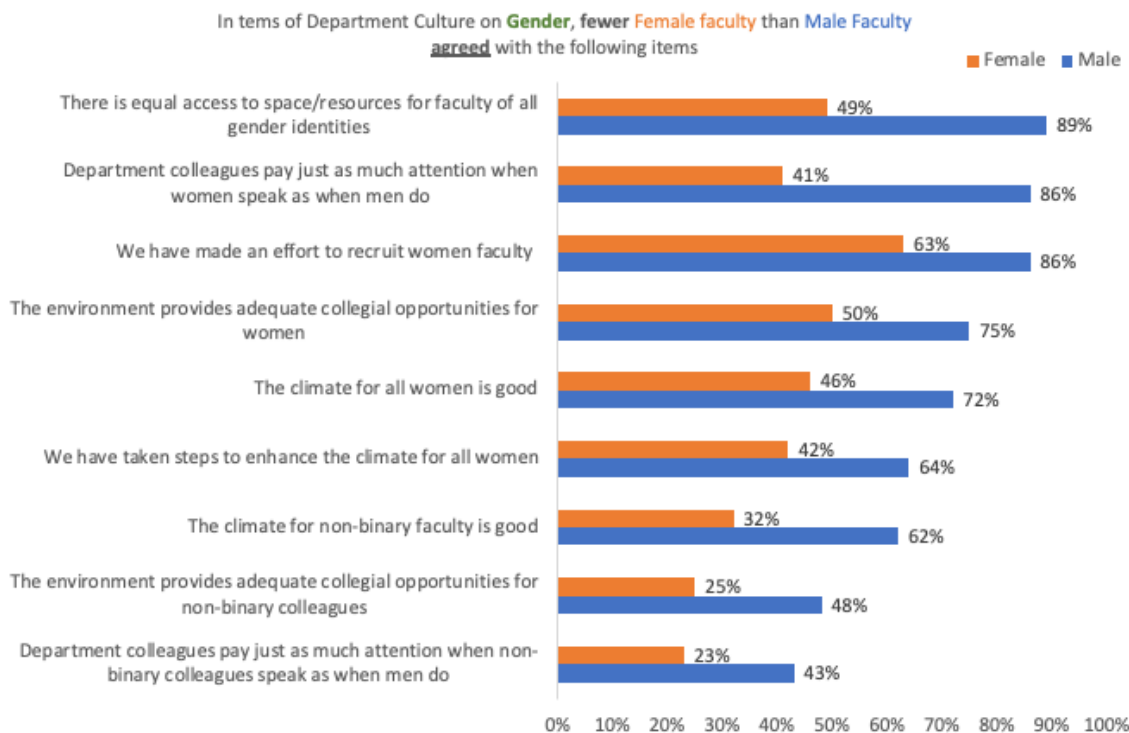


Satisfaction of Department Culture:

- Among the 7 categories surveyed, 4 showed differences between non-white and white respondents. Fewer non-white respondents **agree** that “*My department colleagues care about my well-being*” (60% vs 81%). More non-white respondents **disagree** that “*My department colleagues care about my general satisfaction at work*” (23% vs 7%), **are willing to extend themselves in order to help me perform my job to the best of my ability** (29% vs 11%) and “*value my professional contributions*” (26% vs 8%).

Departmental Culture on Gender & Race

- We used 34 questions to survey departmental culture on Gender & Race. All but 2 categories for **Gender** show differences between women and men. Among categories for **Race**, all show differences between women and men. Below we highlight the categories that show the largest differences.

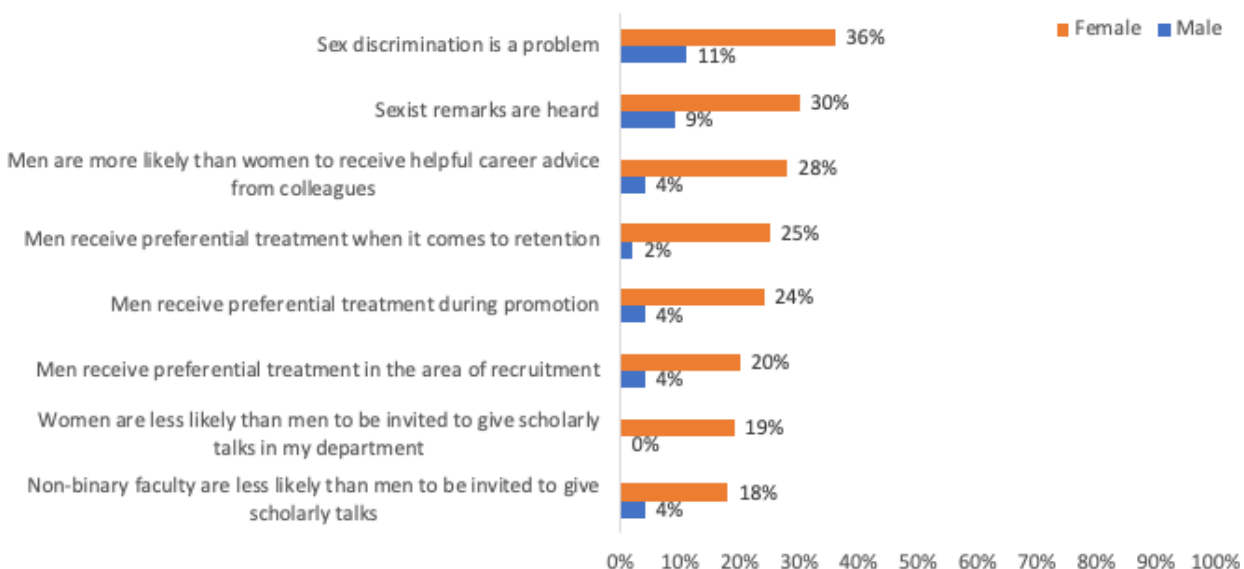


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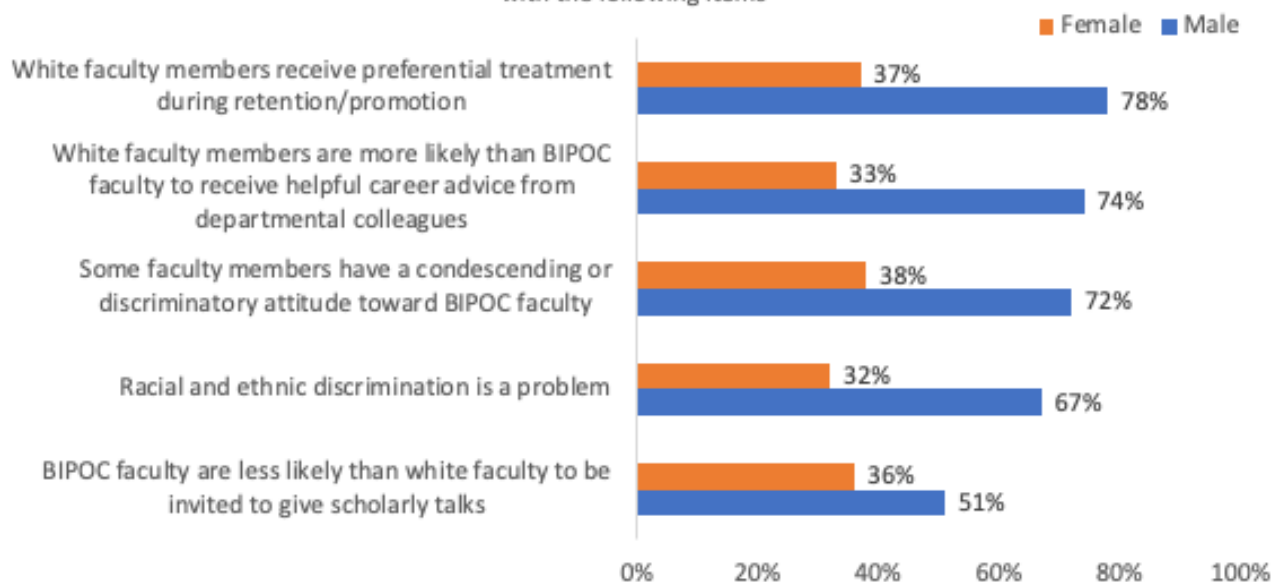
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Survey 2: Tenure & Retention Highlights

In terms of Department Culture on **Gender**, more **Female Faculty** than **Male Faculty** **agreed** with the following items



In terms of Department Culture on **Race**, fewer **Female Faculty** than **Male Faculty** **disagreed** with the following items



- Fewer women **agree** that “*In my department, the climate for all BIPOC faculty and staff is good*” (13% vs 36%).

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