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# Linking Departmental Diversity Climate to Faculty Satisfaction and Commitment



The  
University  
of Akron

# Department Diversity Climate Survey

## Goal is to analyze the impact of department diversity climate on outcomes for faculty members

- Before the survey began, focus groups were conducted
- Concerns were raised about confidentiality, particularly for women and racial minorities who could be easily identified if asked to provide both department name and demographics

## Solution

- Trust building via clear, detailed confidentiality information
- Direct involvement with the Dean's office to build credibility

## Outcomes

- Complete surveys from 95 faculty members (32% response rate)
- 21/25 departments represented, 19 dept. chairs responded
- Of those who completed the survey, 93% provided optional demographics

# What Universally Drives Faculty Satisfaction and Commitment?

Faculty Perceptions of:

**positive diversity climate**

formal mentoring

informal mentoring

resources

effective dept. leadership

parental leave policies

**positive diversity climate**

work-life balance



Faculty Reported:

Job Satisfaction

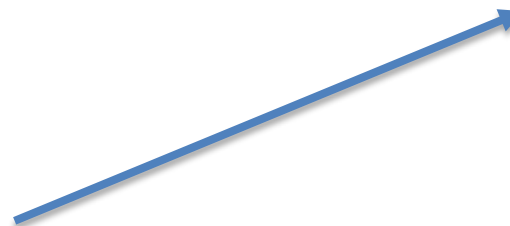
Organizational  
Commitment

Dept. Chair Reports of:

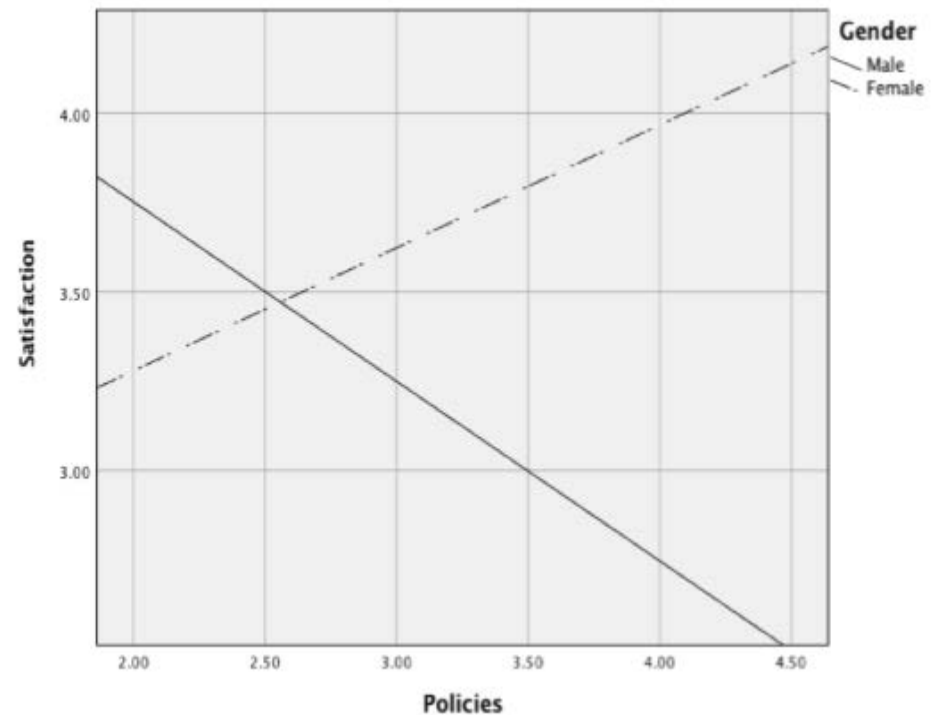
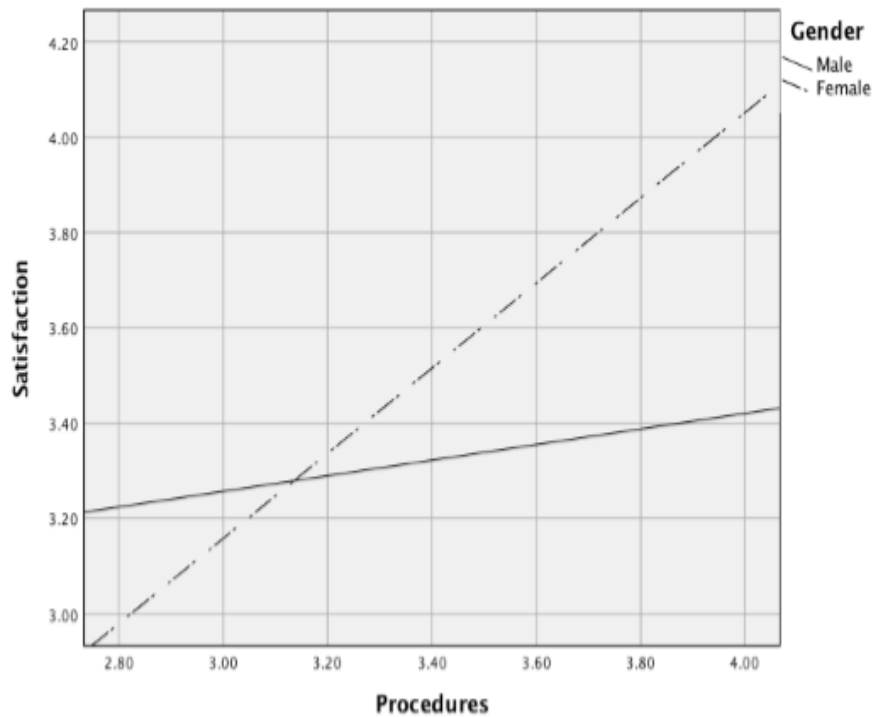
**procedures for reporting sexism**

policies regarding sexism

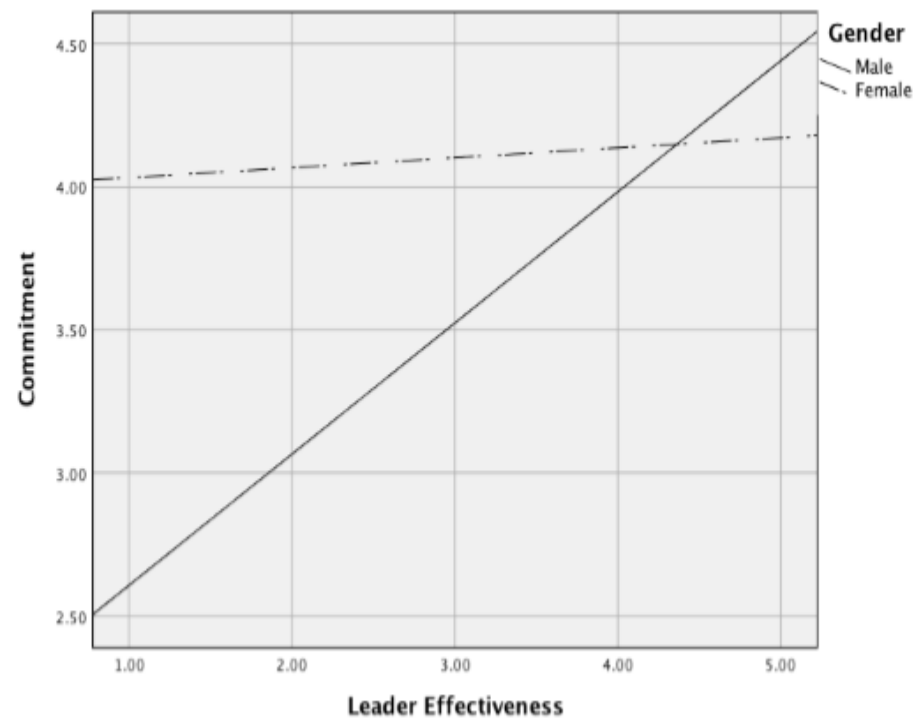
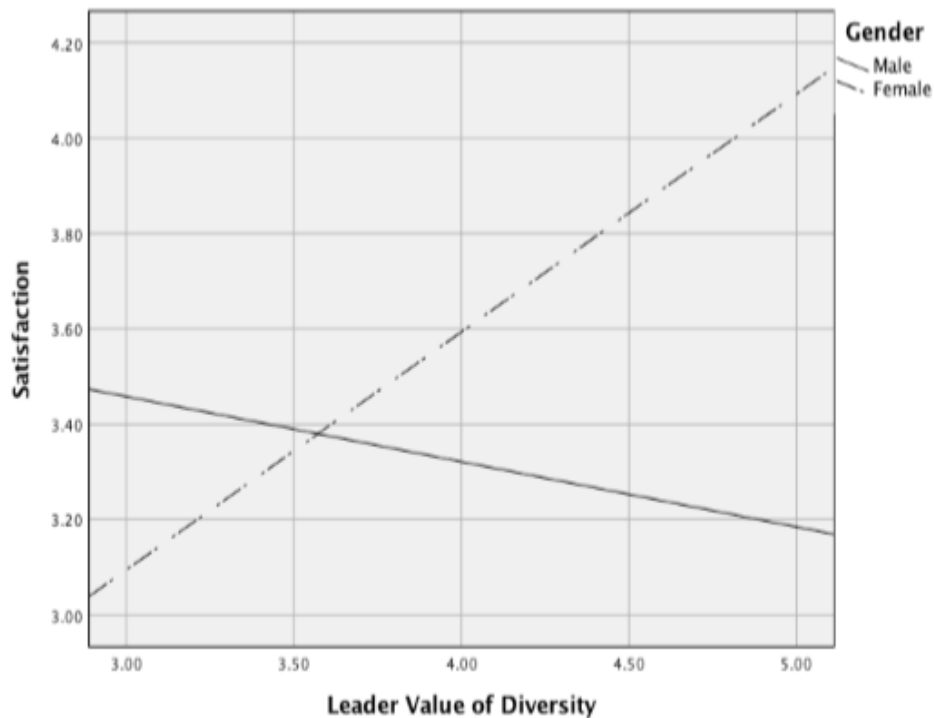
personal sexist beliefs



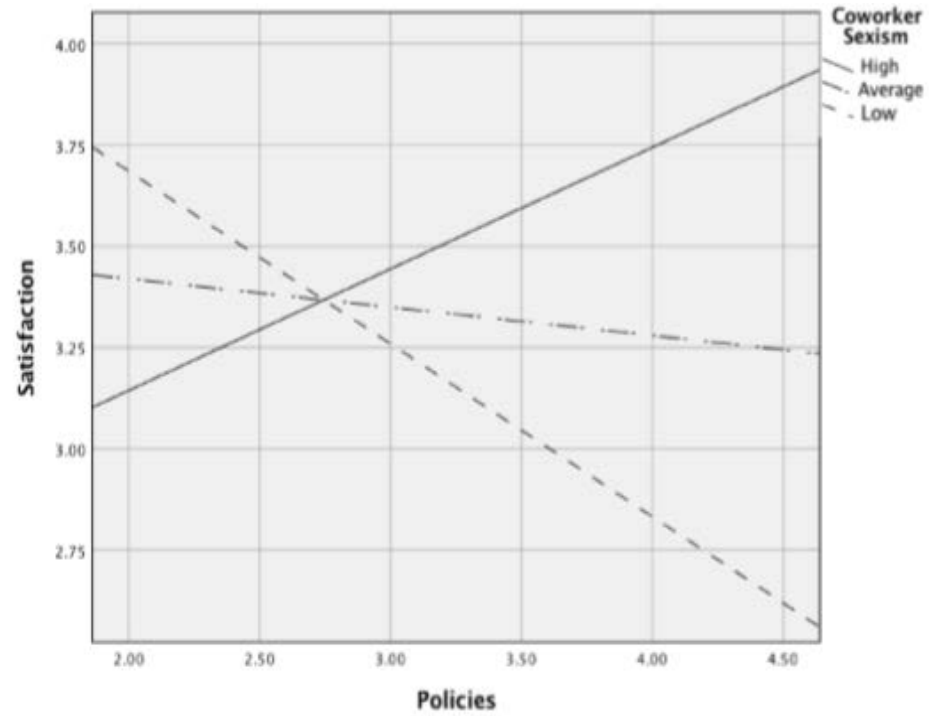
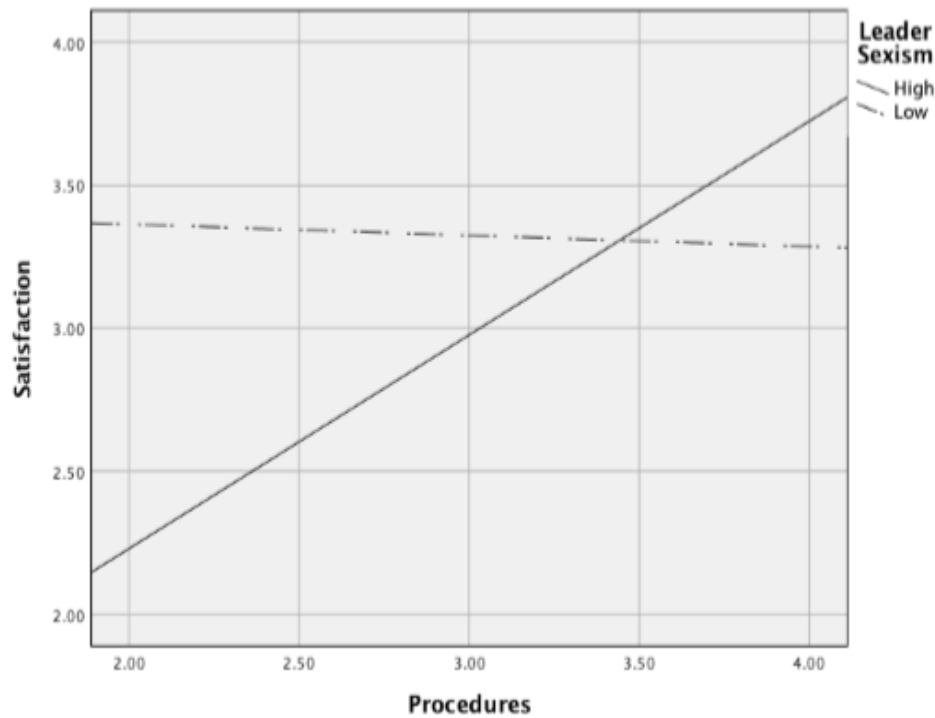
# It Depends on Faculty Gender



# It Depends on Faculty Gender



# It Depends on Leader/Coworker Sexism



# It Depends on Tenure Status

