

BGSU ALLIES: Overview of Data on Faculty Demographics and Experiences at BGSU

Sources: Institutional data and faculty focus groups conducted in 2010 and 2013, internal climate surveys conducted in 2010, 2014-15, and 2017, COACHE survey data from 2012 and 2015, an internal survey on faculty leadership in 2017, and interviews of STEM and SBS faculty in 2015.

Faculty Demographics (see table below)

- **BGSU employs about 679 full-time faculty (49% women).**
- **FOC:** Only 16 (8%) tenure-stream faculty in STEM and SBS fields at BGSU's Main Campus self-identified as underrepresented faculty of color (FOC; Hispanic, Black, American Indian) in 2016; 5 were in STEM fields (1 woman)
- **Leadership:** Only 4 SBS units and no STEM units had a woman chair/director in 2016-17. 2/7 college deans are women; women comprise 20% of associate deans in the College of Arts & Sciences and 0% in the Colleges of Technology and Business. There are no women with faculty status at the Vice President level, and just two women serve as a Vice Provost.
- **Recruitment:** In the past three years, 20% of STEM hires (11% of TT and 27% of NTT hires) have been women, while 58% of SBS hires (40% of TT and 71% of NTT hires) have been women.
- **Retention:** A total of 38 TT faculty resigned their positions at BGSU over the last three years, including 2 in STEM (both men) and 8 in SBS (3 women). In STEM and SBS fields, men were more likely to leave the university than women (7 vs. 3). All STEM TT resignations were by pre-tenure faculty, while 38% of SBS resignations were pre-tenure.
- **Seniority:** Women are concentrated at the rank of Associate Professor. In the last 3 years, 75% of men who retired did so at the rank of full professor, while only 57% of women who retired were full professors. While in SBS women are at parity at the Full Professor level, in STEM women are only 10% of full professors.

Evidence of Bias and Discrimination

Data from COACHE and BGSU faculty surveys provide empirical evidence of bias and discrimination at BGSU. Results from the 2010 BGSU climate survey of all full-time faculty (response rate 47%, 51% women):

- Women faculty believe that gender and race adversely affect their workplace interactions and access to resources.
- Compared to men, women faculty were more likely to indicate that discriminatory attitudes were present at BGSU, and they experienced higher levels of isolation and lower job security.
- Moreover, women indicated that they were less able to share their views and opinions at the workplace than men, and they experienced more stress related to scholarly productivity, securing research funding, teaching, and administrative responsibilities.

These concerns persisted in the 2012 and 2015 COACHE surveys of tenure-stream faculty (response rate 48-49% men faculty, 54-55% women faculty).

- Overall satisfaction rates were low compared to peer institutions.
- A relatively high percentage of faculty reported having to care for children under 18 (33% vs. 27% of peers) or an ill family member or elderly parent (12% vs. 9% of peers); these responsibilities fall more heavily on women.
- Women were less satisfied than men on many topics, including the ability to balance teaching, research, and service; recognition by the administration for their work; equity of service assignments; work/life balance; and time spent on research.
- Ninety percent of associate professors said they had received no formal feedback on their progress toward Full Professor (versus 76% at peer institutions).
- Women (15%) were much more likely than men (5%) to say they never plan to go up for promotion to full professor.

Results from BGSU's 2015 climate survey (31% response rate, 55% women, 86% white) reveal that faculty of color (FOC), along with white women, reported experiencing significantly higher levels of discrimination (e.g., inappropriate jokes, prejudiced comments, and biased actions) compared to white men faculty. Women of color experienced the most severe discrimination at the workplace. FOC were more likely to feel that their colleagues ignored their comments and questions. Among all faculty participants, victims of discrimination indicated that their gender, race, ethnicity, and age were the most frequently targeted identities.

BGSU's 2017 faculty survey produced consistent results; white women and FOC experienced higher levels of discrimination than white men faculty. In addition, FOC received significantly lower levels of social support from their colleagues, and white women and women of color perceived greater institutional barriers to securing faculty leadership positions than men.

Need for Allyship and Inclusive Leadership Development

These data provide strong evidence for the need for effective faculty ally training, bias intervention training, and inclusive leadership development at BGSU. As one survey respondent put it: "The diversity problem I see on campus is a lack of awareness of one[s] own...cultural and racial biases that affect how you treat other individuals."

Number of full-time BGSU women, faculty of color, and international faculty by academic rank (Fall 2016)*

Discipline (# departments/programs)	Full-time NTT (%)	Assistant (%)	Associate (%)	Full (%)	All TT Faculty (%)	2014 PhDs (%)
By gender (# and % women)						
STEM-Biological Scis (1)	1/5 (20)	2/4 (50)	7/10 (70)	3/13 (23)	12/27 (44)	53
STEM-Earth, Environmental (3)	1/1 (100)	1/5 (20)	1/5 (20)	1/3 (33)	3/13 (23)	46
STEM-Engineering Technologies (1)	0/2 (0)	0/2 (0)	0/3 (0)	0/1 (0)	0/6 (0)	23
STEM-Math, Stats, CompSci (3)	13/17 (76)	2/8 (25)	5/11 (45)	0/14 (0)	7/33 (21)	24
STEM-Physical Scis (2)	3/11 (27)	2/7 (29)	1/6 (17)	0/7 (0)	3/20 (15)	31
STEM-STEM Education (1)	-	0/1 (0)	2/5 (40)	0/1 (0)	2/7 (29)	71
STEM Women TOTAL (11)	18/36 (50)	7/27 (26)	16/30 (53)	4/39 (10)	27/96 (28)	35
SBS-Social Sciences (9)	16/31 (52)	9/13 (69)	14/28 (50)	15/29 (52)	38/70 (54)	51
SBS-Psychology (1)	4/8 (50)	2/3 (67)	3/6 (50)	6/15 (40)	11/24 (46)	71
SBS Women TOTAL (10)	20/39 (51)	11/16 (69)	17/34 (50)	21/44 (48)	49/94 (52)	60
BGSU All Fields Women TOTAL	118/209 (57)	54/107 (51)	105/205 (51)	52/158 (33)	211/470 (45)	46
By race/ethnicity (# and % FOC)						
STEM Faculty of Color	2/36 (6)	0/27 (0)	2/30 (7)	3/39 (8)	5/96 (5)	6
SBS Faculty of Color	8/39 (21)	1/16 (6)	6/34 (18)	4/44 (9)	11/94 (12)	10
By national origin (# and % interntl)						
STEM International Faculty	1/36 (3)	4/27 (15)	3/30 (10)	4/39 (10)	11/96 (12)	40
SBS International Faculty	1/39 (3)	1/16 (6)	2/34 (6)	4/44 (9)	7/94 (7)	18

* Includes full-time NTT (non-tenure track) and TT (tenure track) faculty and chairs/directors from BGSU's Main Campus only. Social and Behavioral Sciences (SBS) are reported separately so their relatively greater proportion of women faculty does not obscure the lack of women in many other STEM fields.