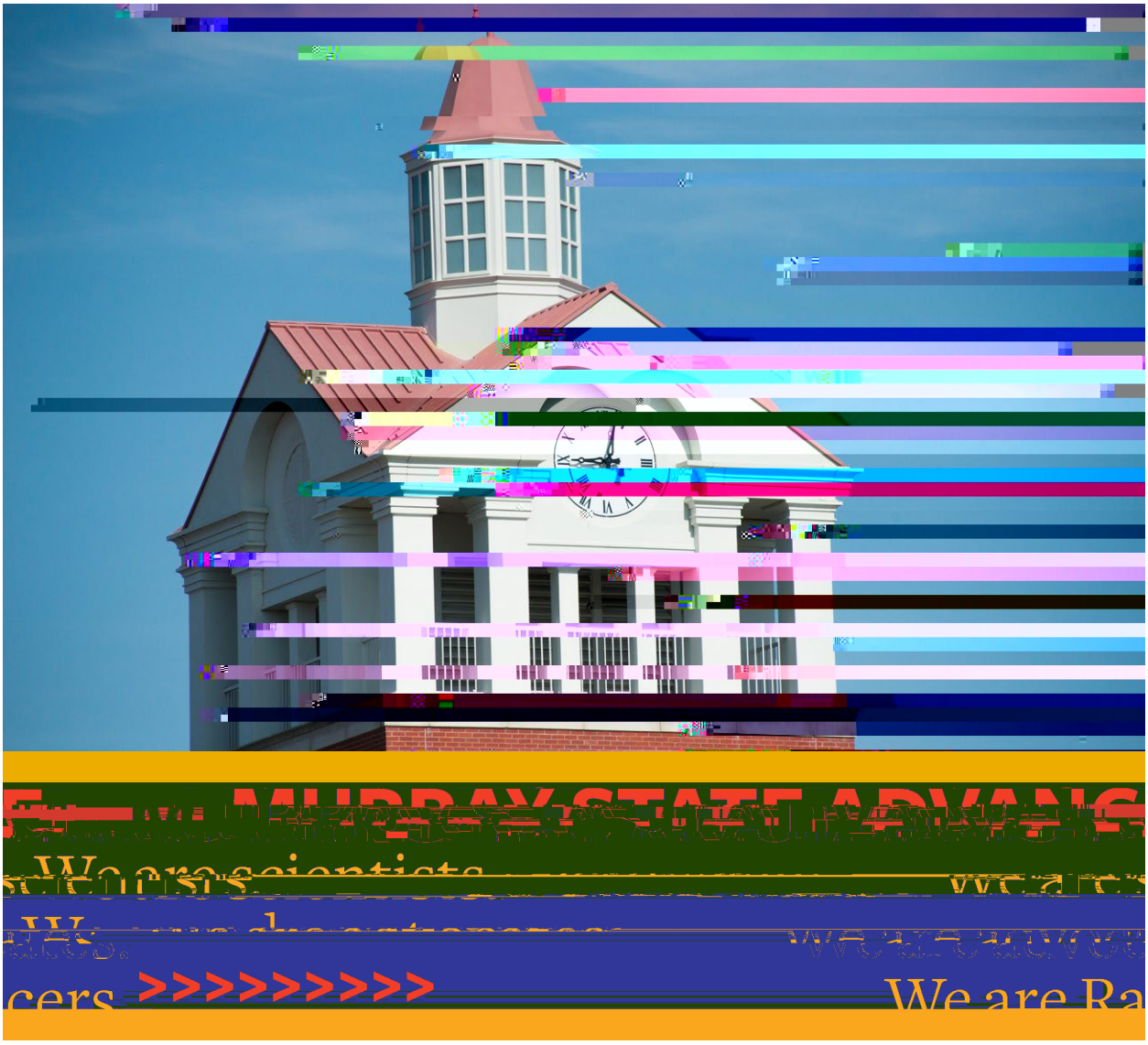
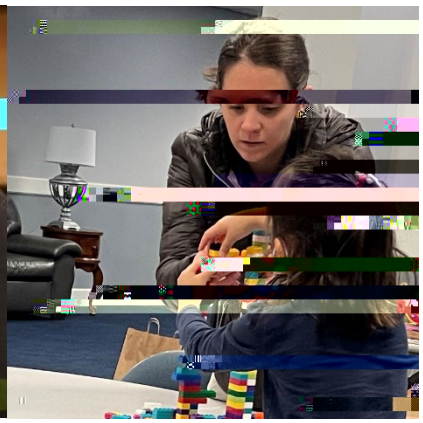
ADVANCE

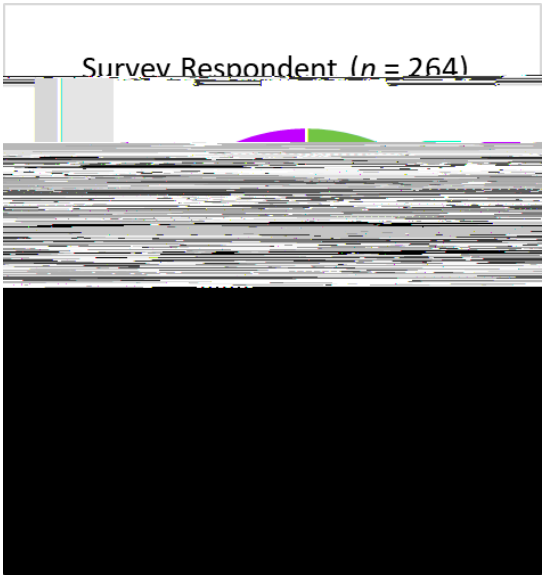
2022 Survey Results

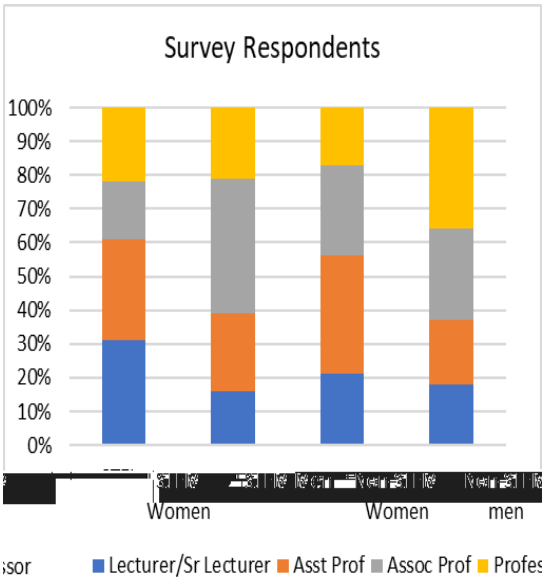


1.

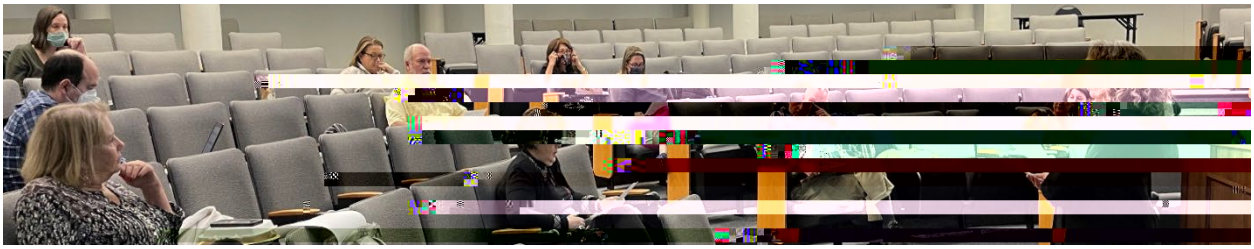
2. ADVANCE Climate Survey

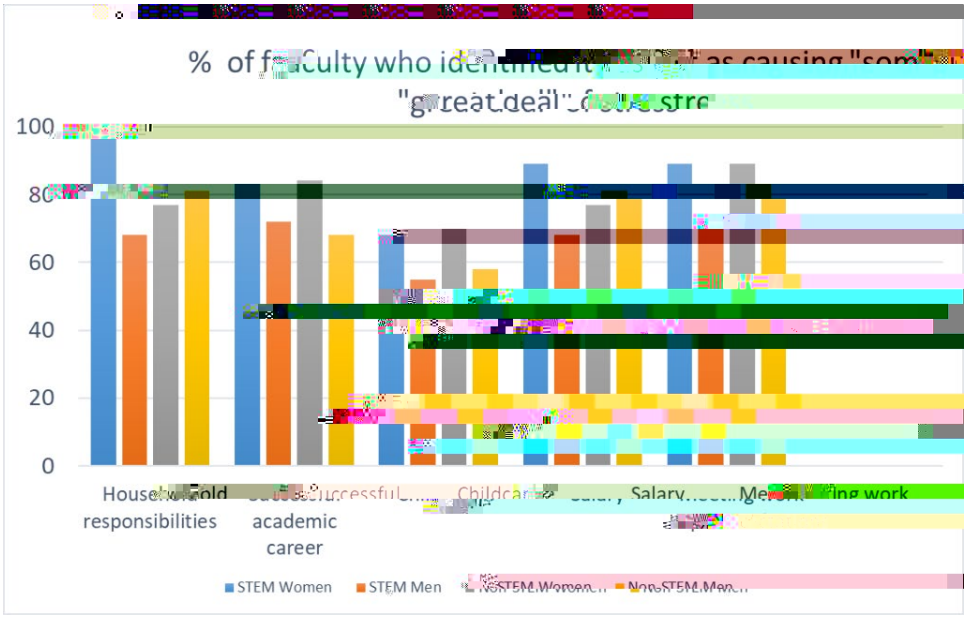


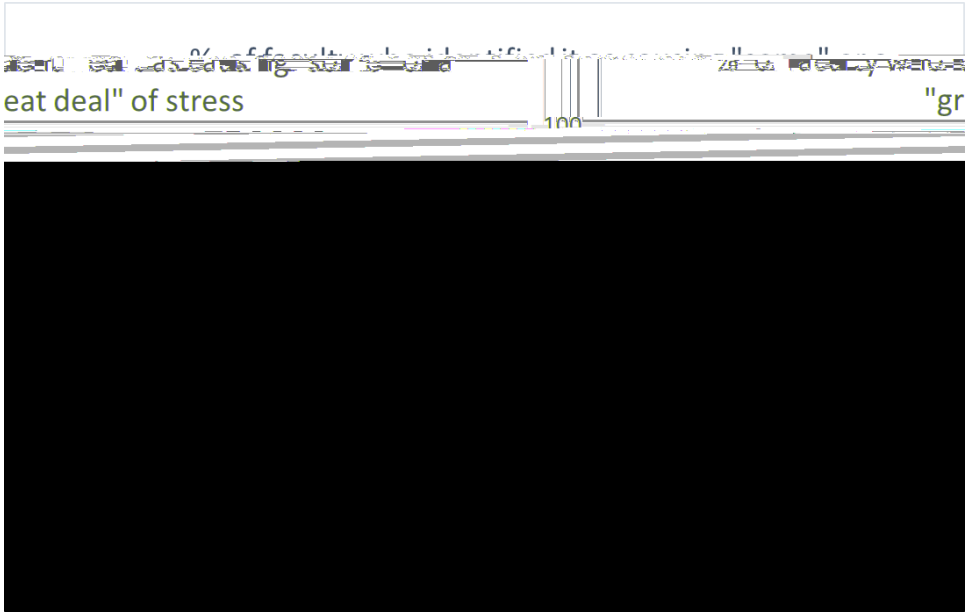

Survey Respondent (n = 264)


Survey Respondents
100%
90%
80%
70%
60%
50%
40%
30%
20%
10%
0%
Women
Women
men
sor
Lecturer/Sr Lecturer
Asst Prof
Assoc Prof
Profes

4.



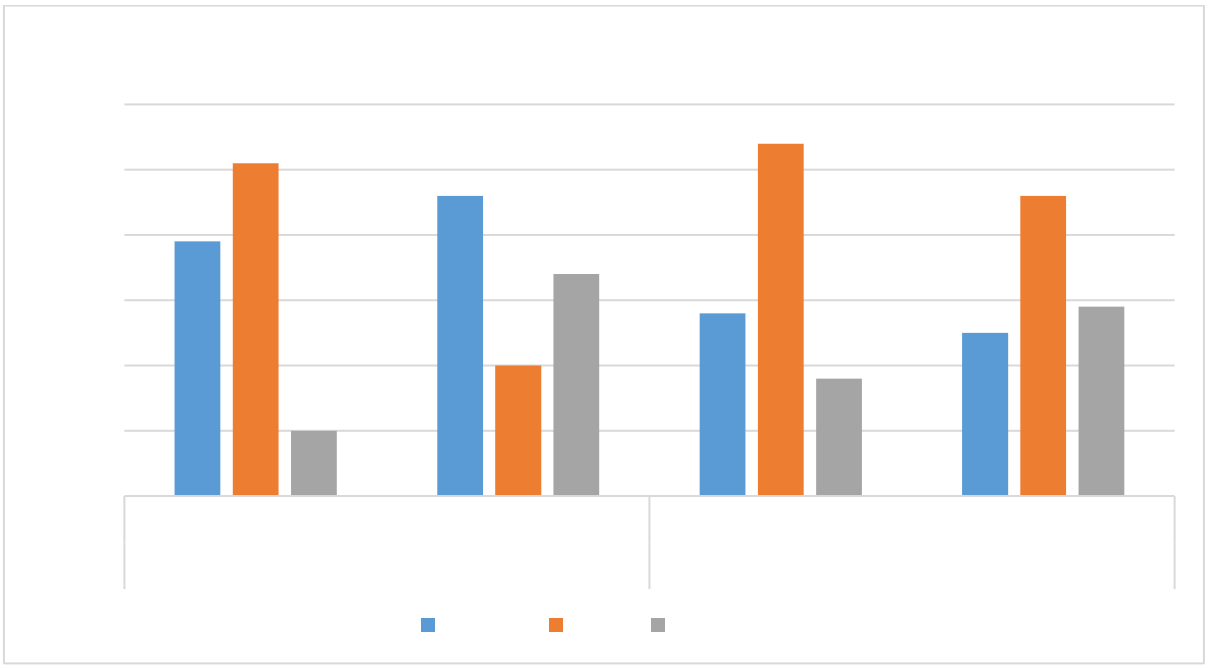

100
80
60
40
20
0
responsibilities
academic
career
STEM Women
STEM Men

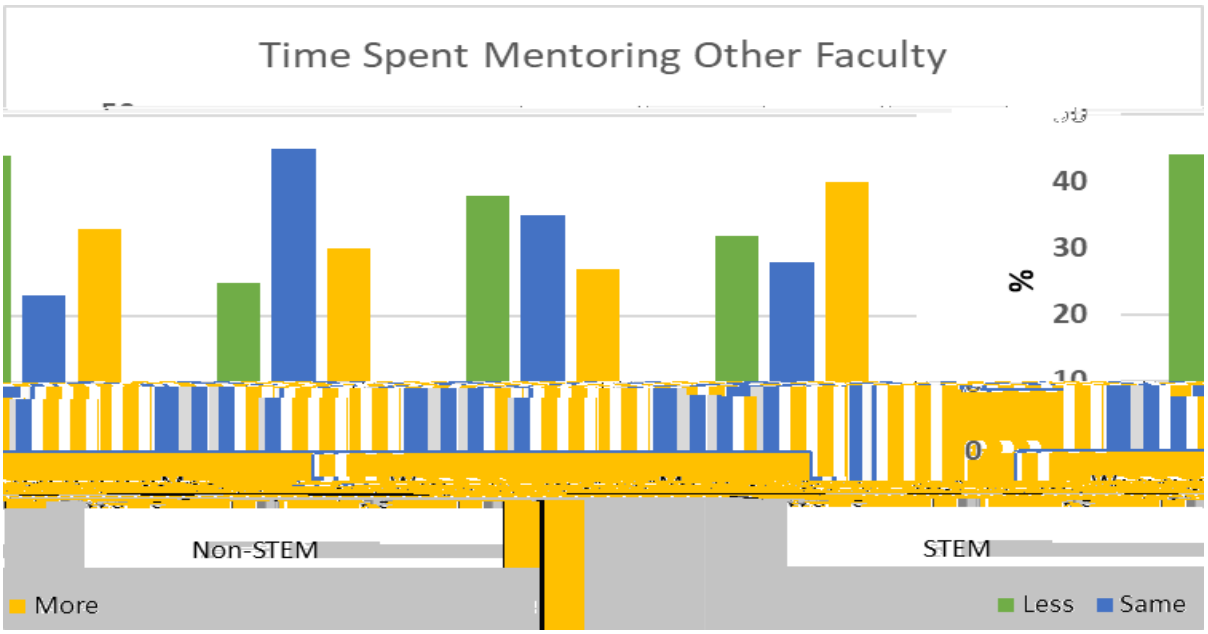

eat deal" of stress
"gr
100

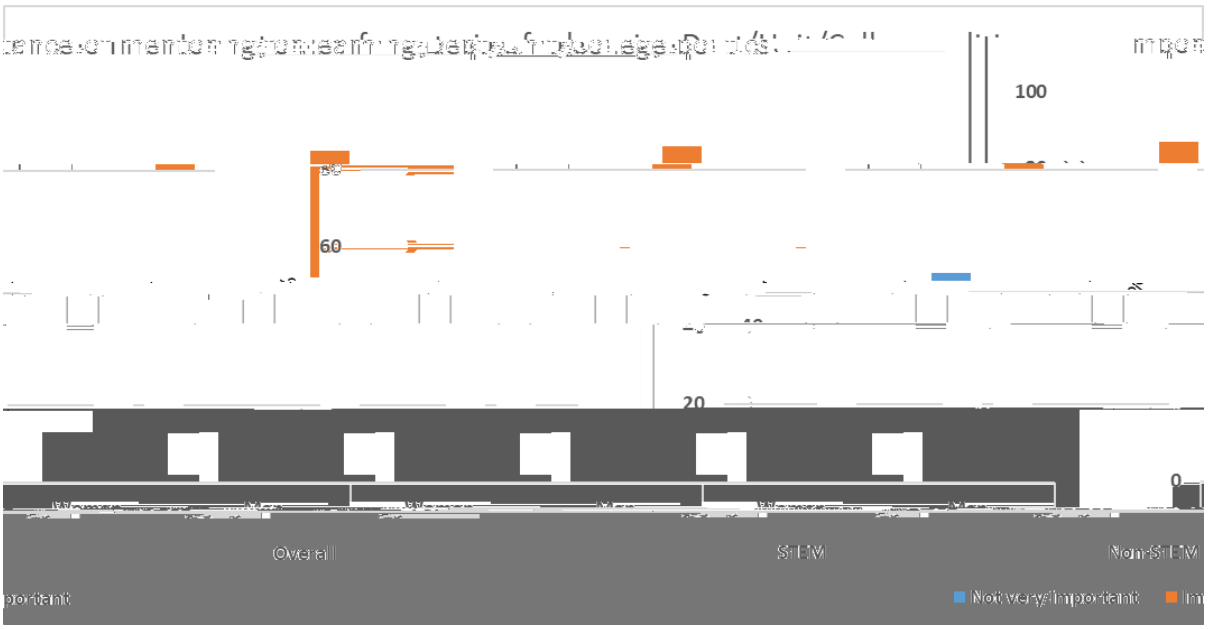
-
-
-
-
-

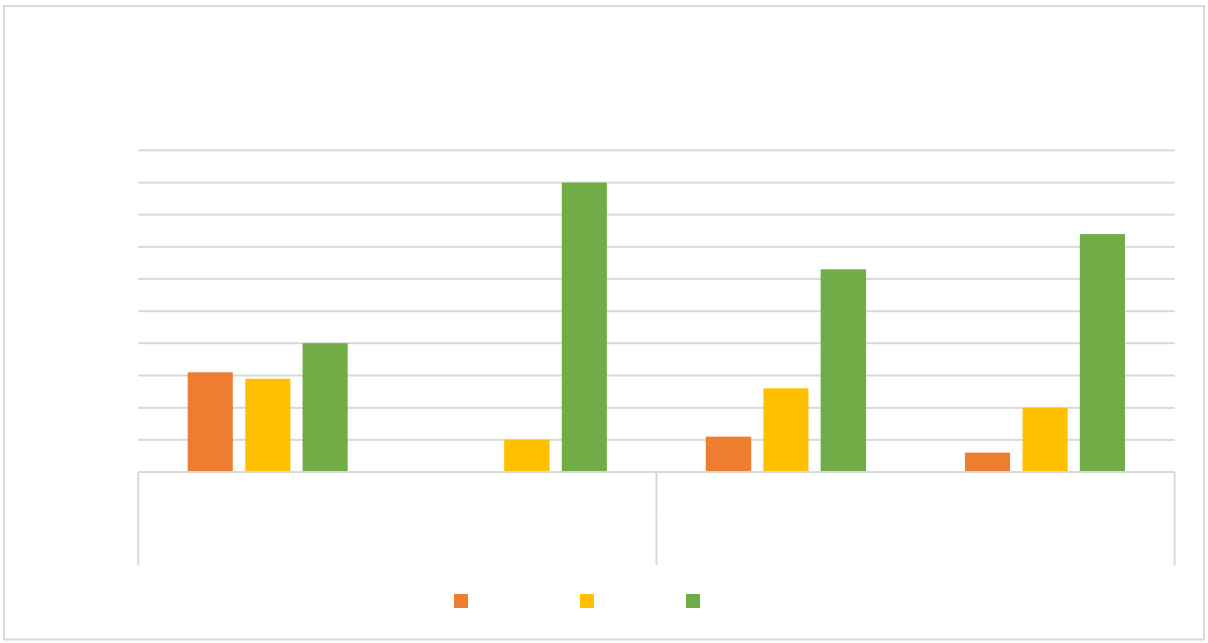
C.

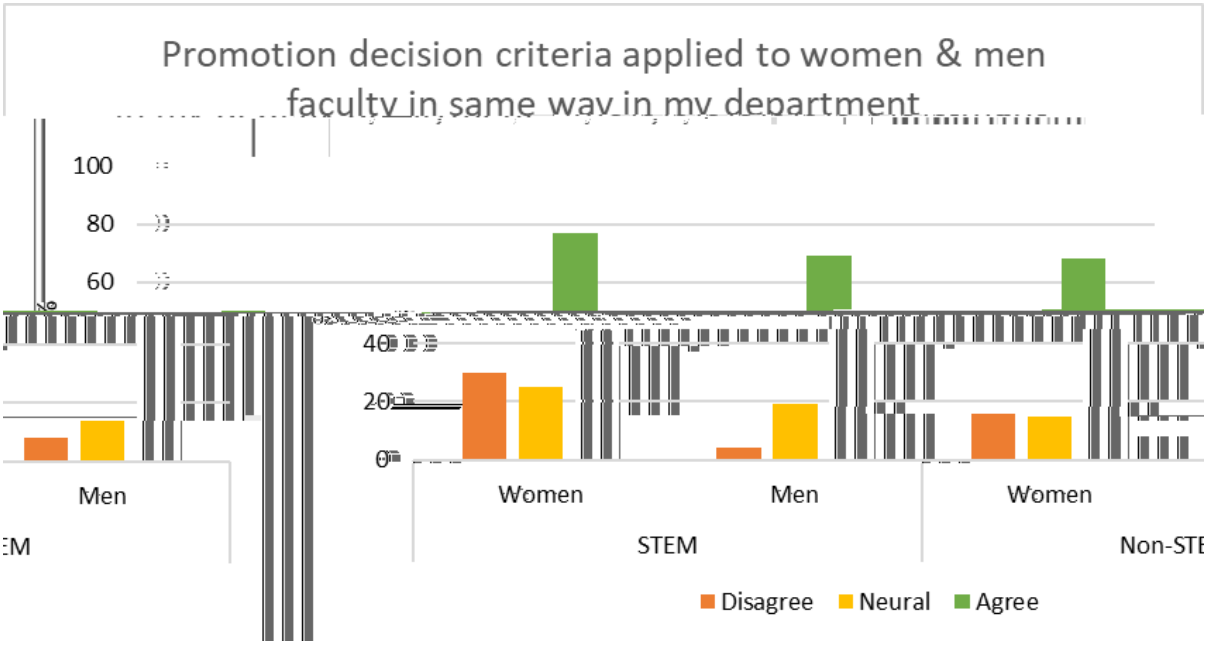
a.




Time Spent Mentoring Other Faculty
40
30
%
20
10
0
Non-STEM
STEM
More
Less
Same


100
60
20
0
Overall
STEM
Non-STEM
portant
Not very important




Promotion decision criteria applied to women & men faculty in same way in my department
100
80
60
40
20
0
Men
Women
Men
Women
STEM
Non-STE
Disagree
Neural
Agree

-
-
-
-
-

6.

1.
2.

3.
4.
5.
6.
7.
8.

Continue to Survey

[DEPENDENT_RESPONSIBILITY2]

Not applicable do/did not want to have children

[DEPTFAMILYSUPPORT] Please indicate the degree to which you agree or disagree with each of the following statements about your department/unit's support of family obligations:

S. . . . D a. S . . a D a. N . . a S . . a A. S. . . . A.

a. Most faculty in my department/unit are supportive of colleagues who want to balance their personal and career lives.
b. It is difficult for faculty in my department/unit to adjust their work schedules to care for children or other dependents.
c. Department/unit meetings frequently occur outside of the regular 8:00 am-4:30 pm workday.
d. The chair/director is supportive of family leave.

Mentoring & Networking

The next several questions are about formal and informal mentoring as it exists at MSU and your beliefs about mentoring. Mentoring is not just for new or junior faculty; it can be useful throughout someone's career.

[MENTORIMPORT] How important is mentoring for each of the following areas?

N . a a . . . a . L . . a . I . . a . V . I . . a .

a. To learn how things are done at MSU (e.g., where to go for various types of information, the types of resources available, etc.)
b.

[SRI Note: If RESETCLOCK answered 'No', display WANTRESETCLOCK]
[WANTRESETCLOCK] Did you ever want to extend or reset your tenure clock but did not?

No, never wanted to extend/reset my tenure clock.
Yes, I wanted to extend/reset my clock, but there were not policies in place that allowed me to do so.
Yes, I wanted to extend/reset my clock, and there WERE policies in place that allowed me to do so, but I chose not to anyhow.
[WANTRESETCLOCK_EXPLAIN] Please explain why you chose not to reset your tenure clock:

[RESETCONSEQUENCE] Do you think there would be any consequences to faculty who extend or reset their tenure-clock?
No Yes (If 'yes" Please explain: ___).

[SRI Note: If TENURE answered [1] or [2], show TENQUESTIONS below.]
[TENQUESTIONS] Please indicate your level of agreement with the following statements regarding the tenure process in your department/unit at MSU:

S. . . . D a. S . . a D a. N . a S . . a A. S. . . A.

a. Requirements for tenure are/were reasonable.
b. I am/was held to the same research standard as others in my department/unit at my level.
c. I am/was held to the same teaching standard as others in my department/unit at my level.
d. I am/was held to the same service standard as others in my department/unit at my level.
e. I understand/understood the criteria for achieving tenure.
f. I receive/received feedback on my progress toward tenure.
g. Tenure decisions in my department/unit are based primarily on excellence in teaching, research, and service rather than on politics, relationships or demographics.
h. When it comes to tenure decisions in my department/unit, criteria are applied to women faculty in the same way as to men faculty.

[PROMO] Have you ever been promoted in rank at MSU?

No; my position is not eligible for promotion
No, I'm not yet eligible for promotion
No, my application(s) was/were denied
Yes

[SRI Note: If PROMO answered [4] then display RANKYEAR below]
[RANKYEAR] To what rank(s) were you promoted and in what year(s)? 1 = S L 2 = A . P. 3 = A P. 4 = P.

[RANK1] Rank: [YEAR1] Year:
[RANK2] Rank: [YEAR2] Year:
[RANK3] Rank: [YEAR3] Year:
[RANK4] Rank: [YEAR4] Year:
[RANK5] Rank: [YEAR5] Year:

[SRI Note: If PROMO answered [3] then display PROMODENY below]

[PROMODENY] What rank was denied? Please briefly explain what happened.

[SRI Note: [RANK1] Rael O 6 0 3( )Tj( )Tj=RANKNRA1 =-30.6 (RA)-20.7 50.4301jEMC /P A M-20.7 50 0.7 50A R]9 1p.7 5.753([)-9.Aa4.7 (N)-1./Pg-36ON

[EXPERIENCE] How many years of experience did you have in an academic or industrial/business setting prior to coming to MSU?

[DEGREE] What is your highest degree?

[DEGREEYEAR] In what year did you receive your highest degree?

[RANKYEARS] How many years have you held your current rank?

5 years or less
6-10 years
11-15 years
16-20 years
Over 20 years

[LEADERSHIP] Please indicate whether you have ever held (currently or in the past) any of the following positions while at MSU (check all that apply):

MSU a . . . . (. . . .)

a. Department Chair or Program Director
b. Institute/Center Director
c. Associate/Assistant Dean
d. Dean
e. Chair of a major MSU university committee
f. Graduate Program Coordinator
g. Endowed Chair

O. . a . . . .

a. Elected to high level leadership in professional association or organization
b. Contributing Editor or Advising Editor of a professional journal
c. Member of a National Academy (of Science, Engineering, or Medicine)
d. Fellow of another national academic or research society

Demographic variables imported from MSU HR Database

STEM/SBES (based on department/unit) 0 = *N* 1 = *Y*
Title/Rank
Age
Gender
Race/Ethnicity
Hire Date