



ADVANCE at UNM Baseline Survey, Fall 2016

Results of ADVANCE at UNM Baseline Survey, Fall 2016				
Strongly agree + Somewhat agree	Men	Women	Non-URM	URM
I have to work harder than I believe my colleagues/co-workers do to achieve the same recognition.	44 %	56%	47%	75%
My colleagues/co-workers expect me to represent “the point of view” of my identity (e.g., ability, ethnicity, gender, race, religion, sexual orientation).	24%	42%	29%	62%
I feel that I am burdened by university service responsibilities (e.g., committee memberships, departmental work assignments, teaching load) beyond those of my colleagues.	47% SOE: 42%	52% SOE:71%	47%	67%
I feel that my diversity-related research/teaching/service contributions have been/will be valued for promotion or tenure.	59% SOE: 67%	53% SOE:20%	58%	49%
I perform more work to help students (e.g., formal and informal advising, sitting for qualifying exams/dissertation committees, helping with student groups and activities, providing other support) than my colleagues.	57%	70%	62%	73%
The university's goal to achieve greater diversity on this campus is a responsibility shared equally by all faculty members.	83%	82%	84%	73%

Additional Survey Results (some based on multi-item analysis):

Women and assistant professors:

- report being more reluctant to bring up issues that concern them for fear that it will affect their performance evaluation or tenure/merit/promotion decision
- are more likely to report the existence of unwritten rules concerning how they are expected to interact with colleagues in their department

Women and URM faculty:

- report less fairness in treatment/opportunities and less support for work-family balance
- report more awareness of instances of discrimination based on race/gender/ethnicity

URM faculty:

- Report lower positive work climate
- Report lower levels of valuing diversity on campus
- Report feeling more burdened and helping students more
- Report lower levels on negative perceptions of diversity

URM Assistant Professors:

- Report lower levels of support in research and teaching

Survey Demographics

The analysis sample included 330 full-time faculty members (259 tenure-track), although not everyone completed all sections of the survey.

Just over half of the respondents (56%) were female, and 20% were underrepresented minorities (URMs), with Hispanic or Latino/a respondents representing the largest share of URMs (13%).

Over half of the participants (54%) were hired after 2006, with the largest percentage of respondents (28%) being hired between 2011-15. Full/distinguished professors were the largest group of respondents (28%).

The ADVANCE at UNM Social Science Research Team is currently carrying out junior faculty interviews and exit interviews with faculty who chose to leave UNM to better understand aspects of the survey.

The survey will be repeated during Fall '18 and Fall '20.