



UNC Charlotte ADVANCE
Faculty Diversity Scorecard and Climate Survey Report 2013:
College of Arts + Architecture



Current State of Faculty Diversity

Monitoring the current state of faculty diversity enables UNC Charlotte to identify our strengths and areas of focus for growth and future direction. This scorecard presents the College of Arts + Architecture's faculty diversity goals from the 2010-2015 Strategic Plan, relevant data on faculty diversity, and opinions of diversity equity. Data sources include Academic Affairs, Human Resources, Institutional Research, and the ADVANCE Faculty Climate Survey. This scorecard is based on data for the 2011 - 2012 academic year.

Faculty Diversity Scorecard

College of Arts + Architecture Faculty Diversity Scorecard	Faculty Diversity	Underrepresented Minority (URM) Composition	• Below Average
		The percent of URM faculty is below the national average.	
		Gender Composition	• Above Average
		The percent of female faculty is above the national average.	
	Reappointment, Promotion and Tenure	17% of RPTs were awarded to URM faculty.	<i>Unrated</i>
		33% of RPTs were awarded to women.	<i>Unrated</i>
	Recruitment	The percent of URM applicants is more than the national labor market average.	• Above Average
		The percent of female applicants is less than the national labor market average.	• Below Average
	Climate	Intent to Stay	• Above Average
		Department Chair Satisfaction	• Above Average
		Diversity Equity Climate	• Below Average
		Job Satisfaction	• Above Average
		Collegiality and Inclusion	• Above Average
		Collaboration and Support	• Above Average
	Professional Development	• Above Average	
	Institutional Support	• Above Average	
	Workload	• Below Average	
	Promotion and Tenure	• Below Average	
	Work/Life Balance	• Below Average	
Scorecard Legend	Faculty Mentoring	53% of faculty reported having someone they consider to be a mentor at UNCC.	<i>Unrated</i>

● Above Average = Faculty diversity composition was above the national comparison data level. Climate score was above the institutional average for the listed indicator.

● Average = Faculty diversity composition meets the national comparison data level. Climate score was the same as the institutional average for the listed indicator.

● Below Average = Faculty diversity composition was lower than the national comparison data level. Climate score was below the institutional average for the listed indicator.

**National comparison data for faculty diversity refers only to the field of Architecture.*

**FOR MORE INFORMATION ABOUT THE CLIMATE WITHIN
THE COLLEGE PLEASE SEE PAGE 7.**

College of Arts + Architecture

Strategic Plan 2010-2015

The College of Arts + Architecture’s Strategic Plan 2010-2015 includes a general diversity statement as follows: “Our work is focused by the diversity of the human condition and the diversity of ways in which we respond to our life and the lives of others. At the COA+A diversity is central to our mission; we support the diverse practices in the Arts and Architecture as these practices are tools of inclusion.” The information contained within this scorecard and report provides a means for benchmarking progress towards these stated College goals.

Faculty Diversity

- 5% of faculty in the College of Arts + Architecture are underrepresented minorities*, which is less than the national average of 11% for underrepresented minority Architecture faculty.
- 44% of faculty in the College of Arts + Architecture are female, which is greater than the national average of 32% for female Architecture faculty.
- 18% of full professors in the College of Arts + Architecture are female, compared to the national average of 21% for female full professors in Architecture.

College of Arts + Architecture Faculty Level, Gender and Ethnicity Distribution 2012							
Level	Gender		Ethnicity				
	Women	Men	Non-Resident Alien	African American	Asian	Hispanic	Caucasian
Assistant Professor	17	13	1	3	2	0	22
Associate Professor	11	22	0	1	3	1	28
Full Professor	2	9	0	0	0	0	11
Lecturer	12	10	0	0	0	0	20
Other	0	0	0	0	0	0	0
Total	44%	56%	1%	4%	5%	1%	88%

* Underrepresented minorities include African American and Hispanic faculty.

** National data was collected from the National Architecture Accrediting Board, Inc.’s 2012 Report on Accreditation in Architecture Education Report.



Reappointment, Promotion and Tenure

The data below provides an overview of the results from reappointment, promotion, and tenure decisions at the college level. This information can be further used to examine how these activities are impacting diversity within the College of Arts + Architecture and whether these decisions are contributing to the achievement of long term goals.

- 17% of reappointments, promotions, and tenure were given to underrepresented minorities.*
- 33% of reappointments, promotions and tenure were given to women.
- All reviews were approved.

College of Arts + Architecture Promotion Review Outcomes by Gender & Ethnicity 2012						
	# of Reviews by Gender		# of Reviews by Ethnicity			
	Women	Men	African American	Asian	Hispanic	Caucasian
Reappointments	1	2	1	0	0	2
Promotions	0	0	0	0	0	0
Tenure at Rank	1	2	0	1	0	2
Total	33%	67%	17%	17%	0%	66%

* Underrepresented minorities include African American and Hispanic faculty.

Faculty Recruitment

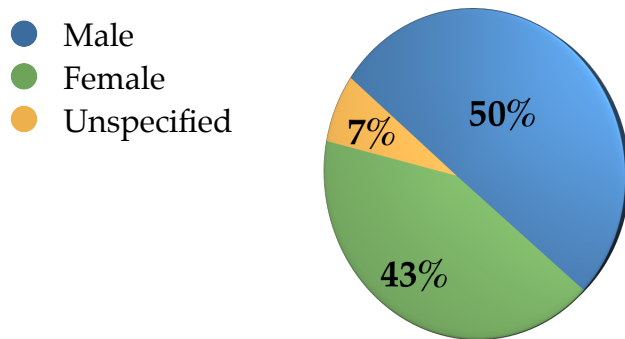
During the 2011-2012 academic year, the College of Arts + Architecture advertised 8 faculty positions. For those, there were a total of 243 applicants. The gender and ethnicity distribution of the applicants is displayed below. The candidate pool was divided as 50% male and 43% female, while the overwhelming majority of applicants were Caucasian (66%).

- 8% of applicants for positions within the College of Arts + Architecture were African American, compared to the national labor market average of 4% for Arts + Architecture.
- 5% of applicants for positions within the College of Arts + Architecture were Hispanic, compared to the national labor market average of 3% for Arts + Architecture.
- 43% of applicants for positions within the College of Arts + Architecture were female, which is lower than the national labor market average of 52% for Arts + Architecture.

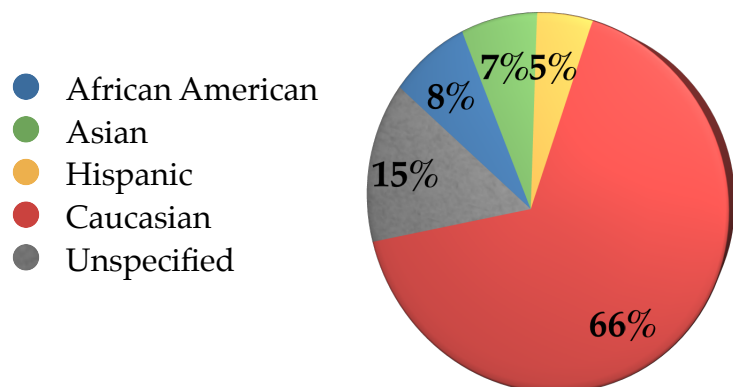
2011-2012 Applicant Gender			
Female	Male	Unspecified	Total #
104	121	18	243

2011-2012 Applicant Ethnicity						
Total Minority	African American	Asian	Hispanic	Caucasian	Unspecified	Total #
53	18	16	11	155	35	243

2011-2012 Applicant Gender



2011-2012 Applicant Ethnicity



College of Arts + Architecture Faculty Climate Survey Snapshot

College of Arts + Architecture faculty who responded to the Spring 2013 ADVANCE Faculty Climate Survey reported higher satisfaction than the institutional average for seven constructs and reported lower satisfaction than the institutional average for four constructs.

Implications: Several of the constructs were above the institutional average however, constructs for diversity equity climate, workload, promotion and tenure, and work/life balance scored lower than the institutional average. This finding indicates room for improvement for faculty in the College of Arts + Architecture, especially regarding these weak constructs.

Summary: The Faculty Campus Climate Survey among tenured and tenure track faculty in May 2013 was designed to measure overall job satisfaction, intent to remain at the university, work/life balance, diversity equity climate, satisfaction with department chairs, and overall sense of community on campus. A total of 525 faculty across the university responded to the survey for an overall response rate of 24%. The College of Arts + Architecture faculty responses have been aggregated and compared to the overall institutional faculty responses below.

Faculty Climate Survey 2013 Construct Means			
Survey Construct Measure	College of Arts + Architecture	Institutional Average	Did Not Specify College
Intent to Stay	2.95	2.92	2.96
Department Chair Satisfaction	2.52	2.19	1.55
Diversity Equity Climate	0.74	0.75	0.74
Job Satisfaction	3.21	3.06	3.11
Collegiality & Inclusion	3.78	3.52	3.34
Collaboration & Support	3.08	3	3.02
Professional Development	3.26	3.06	3.03
Institutional Support	3.16	3.12	3.11
Workload	2.86	2.89	3.03
Promotion & Tenure	2.57	3.1	3.11
Work/Life Balance	2.89	3.08	3.02

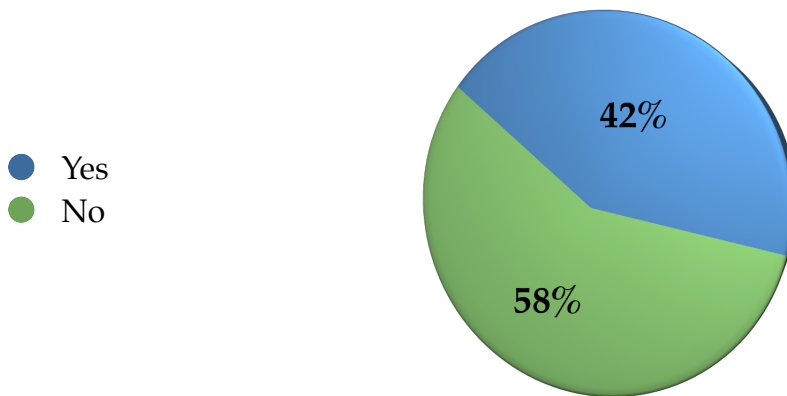
* The diversity climate construct was measured as between 0 and 1. Scores closer to one are viewed as more favorable environments for diversity.

The column labeled "Institutional Average" includes scores of respondents who did identify their college in the climate survey. Scores in the "Institutional Average" column include all respondents. Scores to the right labeled "Did Not Specify College" are the scores of only those respondents who did not report their college in the climate survey.

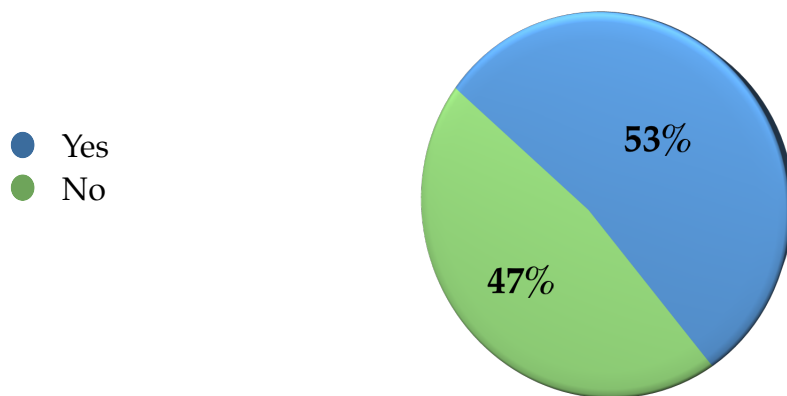
Faculty Mentoring

Mentoring, either formal or informal, has been shown to be an important component in career development among faculty across academic literature. Several university wide mentoring programs are available to UNC Charlotte faculty. The year long New Faculty Orientation program provides cohort collaborations and information sessions to incoming faculty to the university. A one-on-one Faculty Mentoring program pairs senior level faculty members with junior level faculty to provide individual career coaching. A Mid-Career Faculty Mentoring program is offered through monthly meetings coordinated by the ADVANCE Faculty Affairs Office. The information below reflects the status of mentoring in the College of Arts + Architecture, based upon responses from the Faculty Climate Survey of tenured and tenure track faculty conducted in spring 2013.

- 42% of College of Arts + Architecture faculty report serving as a mentor to another UNCC faculty member.
- 53% of College of Arts + Architecture faculty report having a mentor at UNCC.



Are you currently serving as a mentor, either officially or unofficially, to a UNCC faculty member?



Is there someone whom you currently regard as a mentor who also works at UNCC?