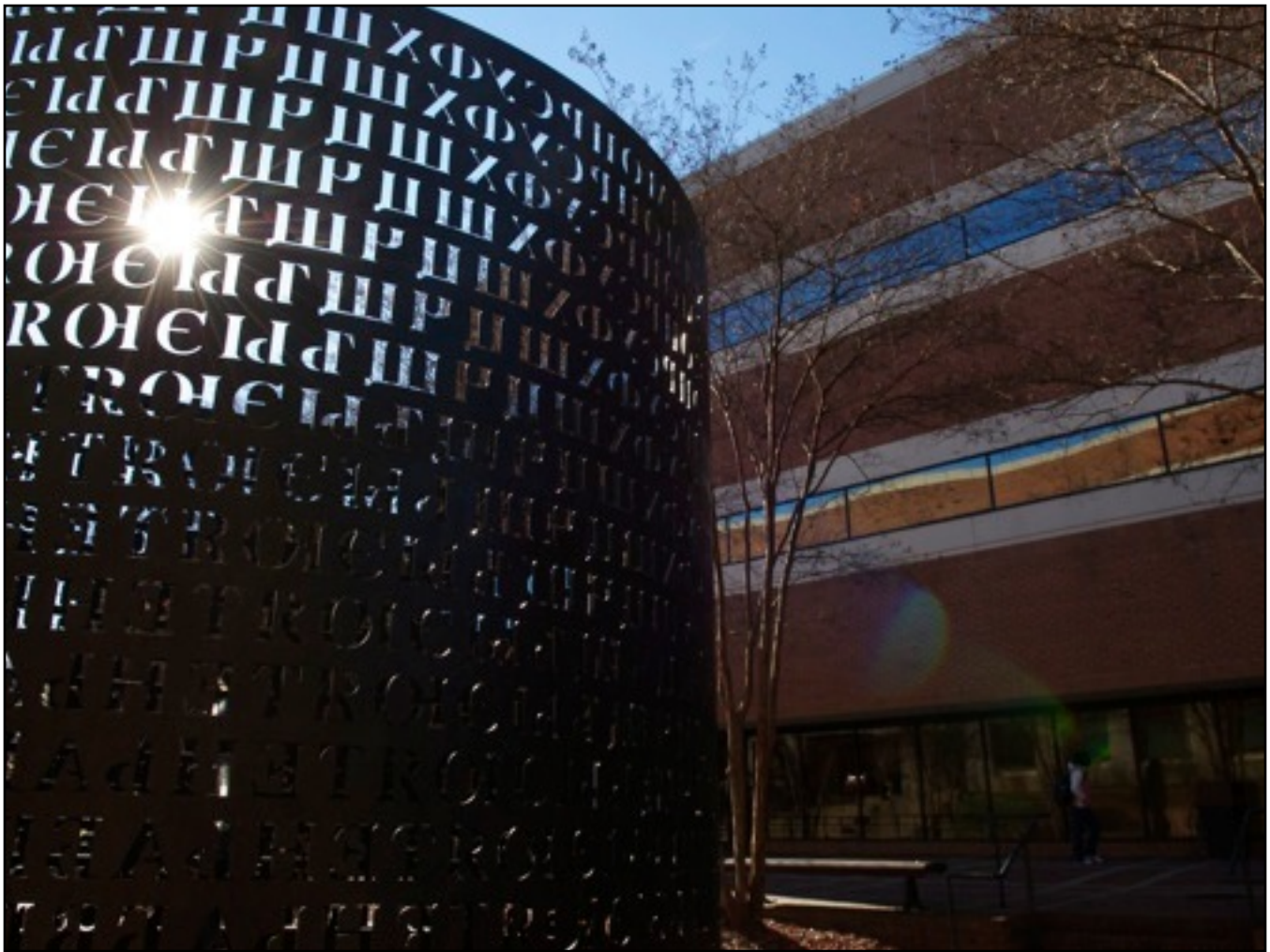




UNC Charlotte ADVANCE
Faculty Climate Scorecard and Survey Report 2013:
College of Business



Current State of Faculty Diversity

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

Faculty Diversity Scorecard

College of Business 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	0% of RPTs were awarded to URM faculty.	<i>Unrated</i>
		40% of RPTs were awarded to women.	<i>Unrated</i>
	Recruitment	URM applicants fell at or above the national labor market data levels.*	● Above Average
		The percent of female applicants is more than the national labor market average.	● Above Average
	Climate	Intent to Stay	● Above Average
		Department Chair Satisfaction	● Above Average
		Diversity Equity Climate	● 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	<i>NA</i>
		Work/Life Balance	● Above Average
Faculty Mentoring	60% of faculty report having someone they consider a mentor at UNCC.	<i>Unrated</i>	

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.

**Hispanic applicants were equal to the national labor market average. African American applicants were higher than the national labor market average.*

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

College of Business Strategic Plan 2010-2015

The College of Business Strategic Plan 2010-2015 lists the following Faculty Development Goal: The College of Business subscribes to the diversity goals of Academic Affairs of UNC Charlotte. Academic Affairs faculty development goal is “to support the success of faculty and staff through career development opportunities, mentoring, and access to supportive infrastructure for stated College goals” (goal 8.) The University faculty development goal is to “increase the recruitment, retention, and success of faculty, staff, and administrators from diverse backgrounds” (goal 7.) The information contained within this scorecard and report provides a means for benchmarking progress towards these goals.

Faculty Diversity

- 2% of faculty in the College of Business are underrepresented minorities, which is less than the national average of 5% for underrepresented minority Business faculty.
- 20% of full professors in the College of Business are female, which is greater than the national average of 18% for female full professors in Business.

Faculty Level, Gender and Ethnicity Distribution 2012							
Level	Gender		Ethnicity				
	Women	Men	Non-resident Alien	African American	Asian	Hispanic	Caucasian
Assistant Professor	8	8	3	1	4	0	6
Associate Professor	5	20	0	0	7	0	18
Full Professor	7	28	0	1	3	0	30
Lecturer	4	2	0	0	0	0	6
Other	0	0	0	0	0	0	0
Total	29%	71%	4%	2%	18%	0%	76%

* Underrepresented minorities include African American and Hispanic faculty.

** National data was collected from The Association to Advance Collegiate Schools of Business (AACSB) for years 2009-2010 14 and 2011-2012. Data is gathered from surveys conducted by AACSB.



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 Business and whether these decisions are contributing to the achievement of long term goals.

- 0% of reappointments, promotions, and tenure were given to underrepresented minorities.*
- 40% of reappointments, promotions and tenure were given to women.
- 1 faculty member was denied tenure and 1 faculty member withdrew from tenure; they are not included on the chart below.

College of Business Promotion Approved Reviews by Gender and Ethnicity 2012						
	# of Reviews by Gender		# of Reviews by Ethnicity			
	Women	Men	African American	Asian	Hispanic	Caucasian
Reappointments	0	0	0	0	0	0
Promotions	1	1	0	1	0	1
Tenure at Rank	1	2	0	1	0	2
Total	40%	60%	0%	40%	0%	60%

* Underrepresented minorities include African American and Hispanic faculty.

Faculty Recruitment

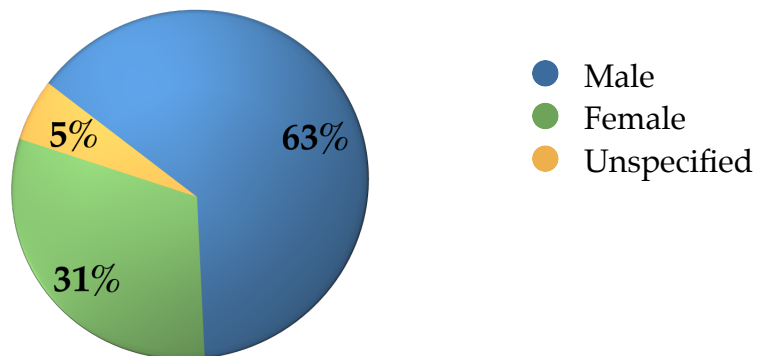
During the 2011-2012 academic year, the College advertised 8 faculty positions. For those, there were a total of 360 applicants. The gender and ethnicity distribution of the applicants is displayed below. The overwhelming majority of applicants were male (63%) and Caucasian or Asian (80%).

- 8% of applicants for positions within the College of Business were African American, compared to the national labor market average of 6% for Business.
- 3% of applicants for positions within the College of Business were Hispanic, which is equal to the national labor market average of 3% for Business.
- 31% of applicants for positions within the College of Business were female, which is on par with the national labor market average of 30% for Business.

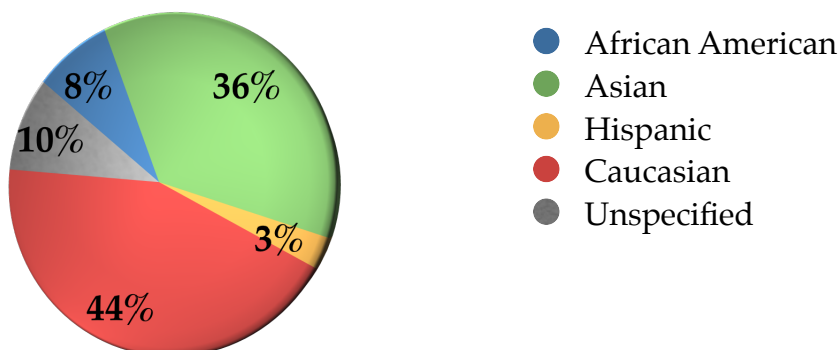
2011-2012 Applicant Gender			
Female	Male	Unspecified	Total #
113	228	19	360

2011-2012 Applicant Ethnicity						
Total Minority	African American	Asian	Hispanic	Caucasian	Unspecified	Total #
171	29	127	10	155	34	360

2011-2012 Applicant Gender



2011-2012 Applicant Ethnicity



College of Business

Faculty Climate Survey Snapshot

College of Business faculty who responded to the Spring 2013 ADVANCE Faculty Climate Survey reported higher satisfaction than the institutional average for eight constructs and reported equal or lower satisfaction than the institutional average for two constructs.

Implications: While most constructs were perceived to be more favorable than the institutional average, the diversity equity climate score was aligned with the institutional average. This finding indicates that the College of Business must continue to work to sustain a diverse and equitable work environment for faculty within the college. Additionally, the workload construct was lower than the institutional average, indicating there is room for improvement in the College of Business.

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 responses are presented below with the understanding that the response rate is low and may not represent all Business faculty.

Faculty Climate Survey 2013 Construct Means			
Survey Construct Measure	College of Business	Institutional Average	Did Not Specify College
Intent to Stay	3.4	2.92	2.96
Department Chair Satisfaction	2.99	2.19	1.55
Diversity Equity Climate*	0.75	0.75	0.74
Job Satisfaction	3.4	3.06	3.11
Collegiality & Inclusion	4.09	3.52	3.34
Collaboration & Support	3.67	3	3.02
Professional Development	3.55	3.06	3.03
Institutional Support	3.8	3.12	3.11
Workload	2.5	2.89	3.03
Promotion & Tenure*	NA	3.1	3.11
Work/Life Balance	3.8	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.

* NA demonstrates that there were less than 5 respondents for this question.

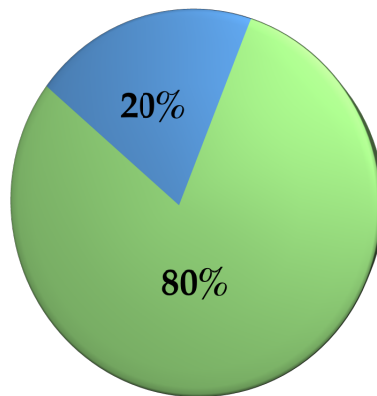
The column labeled "Institutional Average" includes scores of respondents who did identify their college in the climate survey. Scores in the "Institutional Average" column include all respondents. Scores to the right labeled "Did Not Specify College" are the scores of only those respondents who did 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 Business, based upon responses from the ADVANCE Faculty Climate Survey conducted in Spring 2013.

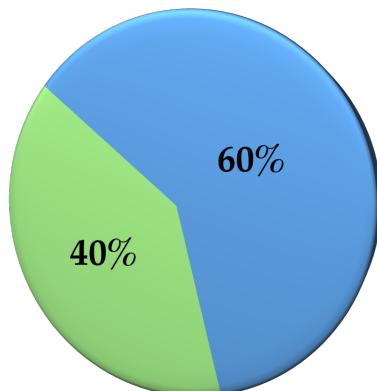
- 20% of College of Business faculty report serving as a mentor to another UNCC faculty member.
- 60% of College of Business faculty report having a mentor at UNCC.

- Yes
- No



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

- Yes
- No



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