



## UNC Charlotte ADVANCE

Faculty Climate Diversity Scorecard and Survey Report 2013:  
College of Health and Human Services



## 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 Health and Human Service'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.

Climate Survey. This scorecard is based on data from the 2011 - 2012 academic year.

# Faculty Diversity Scorecard

College of Health and Human Services Faculty Diversity Scorecard	<b>Faculty Diversity</b>	<b>Underrepresented Minority Composition</b>	● Below Average
		The percent of URM faculty is below the national average.	
		<b>Gender Composition</b>	● Average
		The percent of female faculty falls is at the national average.	
	<b>Reappointment, Promotion and Tenure</b>	20% of RPT were awarded to URM faculty.	<i>Unrated</i>
		100% of RPTs were awarded to women.	<i>Unrated</i>
	<b>Recruitment</b>	URM applicants were higher than the national labor market data levels.	● Above Average
		The percent of female applicants is less than the national labor market average.	● Below Average
	<b>Climate</b>	Intent to Stay	● Above Average
		Department Chair Satisfaction	● Above Average
		Diversity Equity Climate	● Below Average
		Job Satisfaction	● Above Average
		Collegiality and Inclusion	● Below Average
		Collaboration and Support	● Below Average
	Professional Development	● Below Average	
	Institutional Support	● Below Average	
	Workload	● Below Average	
	Promotion and Tenure	● Below Average	
	Work/Life Balance	● Below Average	
<b>Faculty Mentoring</b>	56% 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.

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

# College of Health and Human Services

## Strategic Plan 2010-2015

The College of Health and Human Services Strategic Plan 2010-2015 lists the following Faculty Development Goals and aligned outcomes: Facilitate a culture of inclusion and diversity among students, faculty and staff that is responsive to the changing demography of our region, state and nation; On an ongoing basis, continue to enhance the climate and culture in the College as one that supports and respects diversity and inclusion; College faculty climate in the high/ positive range; On an ongoing basis, continue to enhance the climate and culture in the College as one that supports and respects diversity and inclusion; To recruit and retain faculty, staff and students from underrepresented gender and racial/ethnic groups. The information contained within this scorecard and report provides a means for benchmarking progress towards these stated College goals.

### Faculty Diversity

- 7% of faculty in the College of Health and Human Services are underrepresented minorities\*, compared to national figures:
  - National data for URM Nursing faculty indicates they make up 16% of faculty.
  - National data for URM Public Health faculty indicates they make up 10% of faculty.
  - National data for URM Social Work faculty indicates they make up 21% of full time faculty.
- 72% of Health and Human Sciences faculty are female compared to national figures:
  - Female Nursing faculty nationally consist of 96% of faculty.
  - Female Social Work faculty nationally consist of 69% of full time faculty.

College of Health and Human Services Faculty Level, Gender & Ethnicity Distribution 2012							
Level	Gender		Ethnicity				
	Women	Men	Non-resident Alien	African American	Asian	Hispanic	Caucasian
Assistant Professor	12	3	1	1	0	0	12
Associate Professor	13	7	0	2	2	0	16
Full Professor	6	5	1	0	0	0	10
Lecturer	24	6	0	2	1	0	26
Other	0	0	0	0	0	0	0
<b>Total</b>	<b>72%</b>	<b>28%</b>	<b>3%</b>	<b>7%</b>	<b>4%</b>	<b>0%</b>	<b>86%</b>

\*Underrepresented minorities include African American and Hispanic faculty.

\*\* National data was collected from the National League of Nursing and the Carnegie Foundation National Survey of Nursing Educators in 2006, the Association of Schools of Public Health for 2007, and the Council on Social Work Education for 2013.





## 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 used to examine how these activities are impacting diversity within the College of Health and Human Services and whether these decisions are contributing to the achievement of long term goals. Specific attention is paid to the underrepresented minority faculty in the field of health and human services at UNC Charlotte.

- 20% of reappointments, promotions, and tenure were given to underrepresented minorities\*.
- 100% of reappointments, promotions and tenure were given to women.
- 1 faculty member was denied reappointment, they are not included on the chart below.

Health and Human Services Approved Reviews by Gender & Ethnicity 2012						
	# of Approved Reviews by Gender		# of Approved Reviews by Ethnicity			
	Women	Men	African American	Asian	Hispanic	Caucasian
Reappointments	1	0	0	0	0	1
Promotions	0	0	0	0	0	0
Tenure at Rank	4	0	1	0	0	3
<b>Total</b>	<b>100%</b>	<b>0%</b>	<b>20%</b>	<b>0%</b>	<b>0%</b>	<b>80%</b>

\*Underrepresented minorities include African American and Hispanic faculty.

# Faculty Recruitment

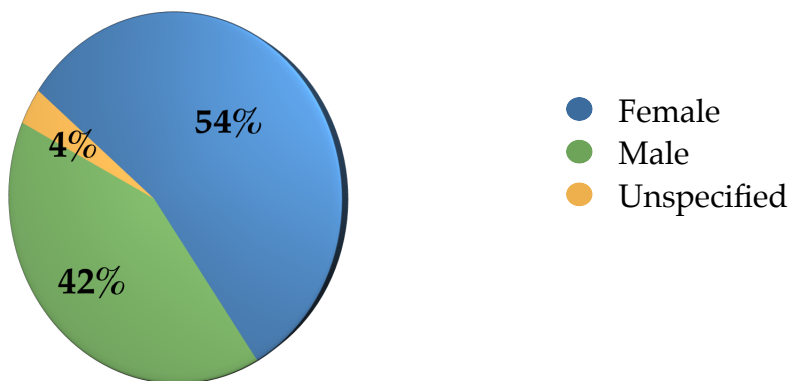
During the 2011-2012 academic year, the College of Health and Human Services advertised 6 faculty positions. For those, there were a total of 85 applicants. The gender and ethnicity distribution of the applicants is displayed below. The recruitment of male and female applicants was fairly equitable, however, a vast majority of applicants were Caucasian (73%).

- 8% of applicants for positions within the College of Health and Human Services were African American, compared to the national labor market average of 7% for Health and Human Services.
- 7% of applicants for positions within the College of Health and Human Services were Hispanic, compared to the national labor market average of 3% for Health and Human Services.
- 42% of applicants for positions within the College of Health and Human Services were female, which is lower than the national labor market average of 63% for Health and Human Services.

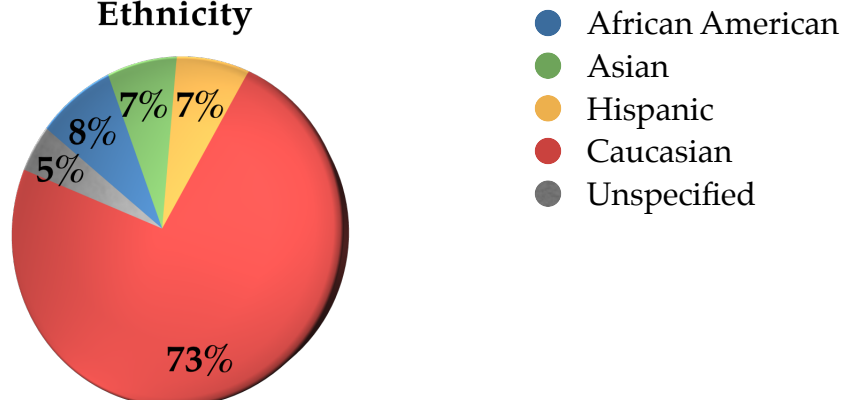
2011-2012 Applicant Gender			
Female	Male	Unspecified	Total #
46	36	3	85

2011-2012 Applicant Ethnicity						
Total Minority	African American	Asian	Hispanic	Caucasian	Unspecified	Total #
19	7	6	6	62	4	85

2011-2012 Applicant Gender



2011-2012 Applicant Ethnicity



# College of Health and Human Services Faculty Climate Survey Snapshot

College of Health and Human Services faculty who responded to the Spring 2013 ADVANCE Faculty Climate Survey reported higher satisfaction than the institutional average for three constructs and reported lower satisfaction than the institutional average for eight constructs.

**Implications:** The feedback indicates there is substantial room for improvement within the College of Health and Human Services. Diversity, collegiality and inclusion, collaborations and support, professional development, institutional support, workload, promotion and tenure, and work/life balance constructs were reported as below the institutional average and require attention to improve the climate for faculty members within the College of Health and Human Services.

**Summary:** The 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%. CHHS 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 Health and Human Services	Institutional Average	Did Not Specify College
Intent to Stay	3	2.92	2.96
Department Chair Satisfaction	2.38	2.19	1.55
Diversity Equity Climate	0.68	0.75	0.74
Job Satisfaction	3.11	3.06	3.11
Collegiality & Inclusion	3.39	3.52	3.34
Collaboration & Support	2.74	3	3.02
Professional Development	2.86	3.06	3.03
Institutional Support	3.11	3.12	3.11
Workload	2.52	2.89	3.03
Promotion & Tenure	2.46	3.1	3.11
Work/Life Balance	2.93	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.

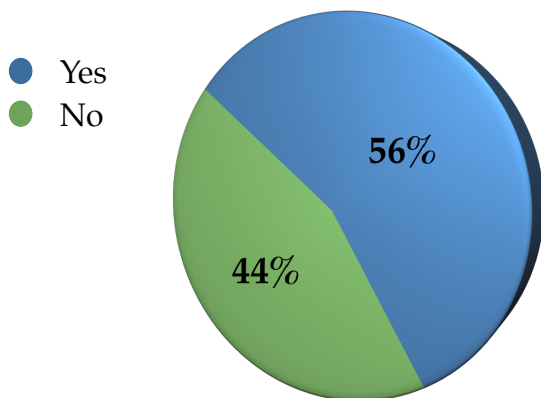
The column labeled "Institutional Average" includes scores of respondents who did identify their college in the climate survey. Scores in the "Institutional Average" column include all respondents. Scores to the right labeled "Did Not Specify College" are the scores of only those respondents who did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

- 41% of College of Health and Human Services faculty report serving as a mentor to another UNCC faculty member.
- 56% of College of Health and Human Services faculty report having a mentor at UNCC.

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



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

