

EXECUTIVE SUMMARY

This report is based on findings from a Campus Climate survey conducted October 23-November 6, 2012 among 754 faculty at UTPA.

Here is a summary of the key findings:

The majority of faculty at UTPA did not respond to the survey, which was sent out via email with several follow up reminders. Of the 754 faculty members, 222 (29%) completed and submitted the survey, 64 (8%) incomplete surveys, 4 (<1%) faculty members refused to participate in the survey, and 464 (62%) faculty never responded to the survey.

I. Faculty respondents at UTPA have a somewhat favorable view of the institution.

Respondents were asked if the “institution communicates a clear, consistent mission to faculty.” On a scale of 1 to 5 where 1 is strongly disagree and 5 is strongly agree, the mean response from faculty is 3.28 (\bar{x} =3.28, sd =1.162) with 54.4% indicating agree or strongly agree, 14.7% neither, and 30.9% disagree or strong disagree. Similar responses were given when asked about whether “the institution gives faculty the opportunity to provide feedback to administrators,” (\bar{x} =3.18, sd =1.181) with 47% strongly/agreeing, 31.3% strongly/disagreeing, and 21.7% neither agree or disagree. Even lower was the percentage of respondents who strongly/agree with the statement “This institution encourages faculty to participate in determining their job responsibilities to the fullest extent possible” with only 39.6% strongly/agreeing, 32.3 % strongly/disagreeing, and 19.8% said neither (\bar{x} =3.29; sd =1.415).

54% strongly/agree when asked if “this institution communicates progress towards goals (for example, financial returns, enrollment, budget, strategic plan) for faculty” 23.3% strongly/disagree, 22.8% neither. (\bar{x} =3.36; sd =1.242). The institution fared better when faculty evaluated the consistency of communication (\bar{x} =3.54, sd =1.041), with 64%of respondents agreeing or strongly agreeing that “the institution communicated regularly with its faculty.” Only 5.5% strongly disagreed and 12% disagreed with this statement. About 54% agreed/strongly agreed that “the institution communicates progress toward goals to faculty,” (\bar{x} =3.36, sd =1.110), while 22.8% said neither and 23.3% said they strongly/disagreed. Also, when asked “How would you rate the new faculty on-boarding process?” 68.8% said above/average, 17.5% below Average, and 13.7% said “I don’t know” (\bar{x} =2.42, sd =0.934)

45.6% of respondents strongly/agree that “the institution encourages faculty to share their ideas and suggestions,” while 22.8% said neither, and 31.6% strongly/disagreed (\bar{x} =3.13; sd =1.265). When asked to evaluate whether the “institution responds to the feedback that faculty provide,” we find that 30.4% strongly/disagreed, 27.2% said neither, and 35.5% strongly/agreed (\bar{x} =3.21;

sd=1.32). There appears to be a perceived disconnect between feedback being requested versus being responded to.

The perception was not as positive in respondents' evaluation of whether "the institution monitors faculty satisfaction and makes changes when necessary to improve it." A majority, 53.2%, strongly/disagreed, 21.8 said neither, and 25% strongly/agreed (\bar{x} =2.55; sd=1.242). Also alarming is the fact that almost half (49.5%) of the respondents said "no" when asked "Did you feel that you were provided with all of the information and resources to be successful at UTPA" and only 50.5% said "yes."

However, when asked if "Expectations about tenure and promotion are clearly communicated by the institution" 51.2% said strongly/agree, 32.1% said strongly/disagree, and 14.4 said neither (\bar{x} =3.29; sd=1.408).

II. Faculty respondents at UTPA have a generally favorable view of opportunities available to them at the institution. Approximately 60% of respondents strongly/agreed that "This institution provides job skills training programs" while 18.1% said neither, and 11.1% said strongly/disagreed. An additional 11.6% indicated that they are not aware of this. Further, 53.5% strongly/agree that "This institution offers career development services." 13.3% responded strongly/disagree, 21.3% said neither, and 11.8% they are unaware of this. Over half of the respondents (51.1%) strongly/agree that "This institution provides opportunities for internal career advancement for faculty." while 17.7% said neither, 19.5% strongly/disagreed, and 11.6% indicated they are not aware of this. In this category UTPA fared most negatively when faculty were asked to evaluate whether "This institution encourages faculty development by offering educational benefits (such as continuing education courses, tuition reimbursement, etc.)," 32.2% said strongly/disagree, 15.4% said neither, 40% said strongly/agree, and 12.1% indicated a lack of awareness about such programs.

III. Different views on the existence of family-friendly policies at UTPA. Faculty respondents have mixed feelings on the level of family-related support offered by the institution. For example, when asked to evaluate whether "This institution provides family support through its policies (such as making childcare, elder care, flextime, domestic partner benefits, etc.) available," 31.3% said they strongly/disagree, 18.2% said neither, 29.5% said they strongly/agree, and 21% said "I was not aware of this." When examining the results for female participants the results are even more negative. About 38% of female faculty strongly/disagree, about 20% said neither, 20% strongly/agree and about 22% are unaware (\bar{x} =2.11; sd=1.549). Therefore slightly less than 1/3 of all respondents had a positive response, but this drops to 1/5 when examining the responses provided by women.

Faculty respondents were asked if "This institution recognizes the balance between work and personal time, and adequately helps faculty meet these demands (for example, encouraging faculty to use flextime, childcare support, vacation time)." Approximately 45% of the

respondents said they strongly/disagree; this percentage was slightly higher among women respondents (49%). Among all respondents 17.2% said neither, 22.3% said strongly/agree and 15.8% said not aware. Among women faculty respondents, 13.7% said neither, 15.7% said strongly/agree, and 21.6% said not aware. The perceptions among women respondents ($\bar{x}=1.87$; $sd=1.48$) are markedly different from that of the entire sample ($\bar{x}=3.13$; $sd=1.723$).

Moreover, when asked if “This institution provides adequate release from faculty duties for major life events (for example, parental leave, elder care, serious health concerns), without negative consequences on my career (for example, no impact on reputation, perception of level of commitment/professionalism, or salary/promotion),” only 36.3% of the faculty respondents said they strongly/agree, 28.3% said strongly/disagree, and 35.4% said neither ($\bar{x}=3.06$; $sd=1.140$). 33% of women respondents said they strongly/agree, 36% said strongly/disagree, and 31% said neither ($\bar{x}=2.92$; $sd=1.203$). Again, women respondents have a more negative response.

On the other hand, when asked whether “This institution makes resources/facilities (for example, recreation facilities, wellness programs, Employee Assistance Program services) available to its faculty families” half of the respondents (54.8%) strongly/agree, 15.3% said neither, 23.2% strongly/disagree, and 6.5% said not aware ($\bar{x}=3.62$; $sd=1.327$).

IV. Faculty respondents have a relatively positive perception about UTPA’s work recognition but is unsatisfied with recognition processes. 46.5% of faculty respondents strongly/agree to the statement “This institution recognizes personal milestones (for example, retirement and promotions)” 25.6% answered strongly/disagree, and 27.9 said neither. ($\bar{x}=3.21$; $sd=1.081$) A similar situation occurred when asked if “This institution highlights exceptional performance and hard work through faculty awards and/or recognition ceremonies” where half of the respondents (55.4%) said strongly/agree, 21.9% strongly/disagree, and 22.8 % said neither ($\bar{x}=3.34$; $sd=1.103$).

All of the previous perceptions regarding faculty recognition were fairly positive. However, when asked if “Faulty recognition is based on a fair and useful performance evaluation system at all levels,” 44.4% said strongly/disagree, 34.8 said strongly/agree, and 24.9% said neither ($\bar{x}=2.79$; $sd=1.173$). This is an area for concern.

When asked about work recognition involving money, opinions were contradicting. For example, when asked if “This institution provides merit raises as a way of rewarding hard work,” almost 60% (58.7%) of the faculty respondents said strongly/disagree, 22.6% said strongly/agree and 18.8% said neither ($\bar{x}=2.27$; $sd=1.243$). However, more discontent can be when respondents evaluation if “This institution recognizes the value of faculty by offering compensation that is fair and competitive within your discipline” where almost half (49.3%) said strongly/disagree, only 29.8% said strongly/agree, and 20.9% said neither ($\bar{x}=2.6$; $sd=1.249$). These results suggest that issue about processes associated with merit and recognition need to be examined. However, almost 70% of the respondents said strongly/agree to the statement “This institution recognizes

the value of faculty by offering retirement packages, such as a 401k or annuities,” only 8.4% said strongly/disagree, and 24.9 % said neither. (\bar{x} =3.73; sd =0.912).

VI. Most faculty respondents at UTPA have a relatively favorable opinion of health-related policies. More than half (64.3%) of the respondents strongly/agree with the statement “I am satisfied with the health insurance options for faculty.” 17.4% said strongly/disagree, and 18.3% said neither (\bar{x} =3.53; sd =1.057). When asked “I am satisfied with the insurance options that include mental/behavioral health benefits (for example counseling, therapy)” 50.2% said strongly/agree, 14.9% said strongly/disagree, and 34.9% said neither (\bar{x} =3.40; sd =0.999). Similarly, 64.5% said strongly/agree to the statement “I am satisfied with this institution’s contribution to faculty health care costs.” 12.1% said strongly/disagree and 23.4% said neither (\bar{x} =3.63; sd =0.969). When answering to the following statement “I am satisfied with this institution’s Health Savings Accounts (for example, Flex accounts).” 44.6% answered strongly/agree, but the largest response category (46%) said neither, and only 9.5% said strongly/disagree (\bar{x} =3.4; sd =0.825). The institution fared better in this section of questions than in others.

Regarding UTPA’s efforts to improve faculty’s health, the respondents evaluated to the following statement: “I am satisfied with this institution’s incentives to help faculty improve their health behaviors (for example, offering lower premiums for non-smokers, health screening or risk appraisals).” 40.2% said strongly/agree, 20.6% said strongly/disagree, and almost 40% (39.3%) said neither (\bar{x} =3.18; sd =0.993). When evaluating if “I am satisfied with this institution’s efforts to address life problems that affect work performance (for example grief counseling, alcohol abuse problems, other Employee Assistance Program services, and mental health referrals)” half of the respondents (50.9%) said neither, 28.8% said strongly/agree, and 20.3% said strongly/disagree (\bar{x} =3.08; sd =0.956). Finally, when asked if “This institution makes efforts to help faculty develop a healthy lifestyle (for example, health promotion program, weight loss programs, and smoking cessation programs).” 34.4% said strongly/agree, 23.6% said strongly/disagree, and 42% said neither. Opinions towards health-related policies are neutral in most cases, perhaps as an indicator of a lack of knowledge about health-related-policies.

VII. Most faculty respondents perceive their work-relationships as positive. When presented with the statement “I have a positive relationship with my supervisor (for example department chair or program director; if you are a chair, think about the Dean).” most of them (77.5%) said strongly/agree, 15% said strongly/disagree, and only 7.5% said neither (\bar{x} =4.01; sd =1.183). Likewise, 80% of the respondents said strongly/agree to the statement “I have a positive relationship with my co-workers.” only 7.9% said strongly/disagree, and 12.1% said neither (\bar{x} =4.08; sd =0.997). This may lead to higher faculty retention and should be supported by initiatives like the Women’s Faculty Network.

VIII. With some exceptions, faculty respondents seem to be satisfied with most areas of their work at UTPA. Regarding values, the majority of the respondents answered positively to

the statement “My values and the values of this institution are very similar.” Over half of the respondents, 60.6%, said strongly/agree, 24.9% said strongly/disagree, and 14.6% said neither ($\bar{x}=3.51$; $sd=1.25$). 78.4% responded strongly/agree in response to the statement “I am motivated to do my very best for this institution.” only 14.5% strongly/disagree, and 12.1% said neither ($\bar{x}=3.91$; $sd=1.165$). Also, 57% of respondents strongly/agree to the statement “I am satisfied with my current workload.” 30.8% strongly/disagree with this phrase, and 12.1% said neither ($\bar{x}=3.32$; $sd=1.308$). Almost 1/3 are unsatisfied and this is cause for concern. Fully 69% of the respondents strongly/agree with the premise “All in all, I am satisfied with my job.” about 20% said strongly/disagree, and 10.8% said neither ($\bar{x}=3.63$; $sd=1.191$).

Regarding physical health, most respondents (74.8%) strongly/agree with the statement “Overall, I am in good physical health.” only 11.2% strongly/disagree, and 25.2% said neither ($\bar{x}=3.84$; $sd=0.956$).

The problematic areas seem to be those related to work stress and the feeling of being valued. For example, when responding to whether “This institution makes me feel valued.” 37.8% said strongly/agree, 38.3% said strongly/disagree, and 23.8% said neither ($\bar{x}=2.92$; $sd=1.310$). A slightly higher percentage of men responded positively than did their female counterparts. Also, a quarter of the faculty respondents said strongly/agree with the statement “Since I started working at this institution, my overall health has declined, apart from changes that may be associated with aging.” 50.9% said strongly/disagree, and 22.6% said neither ($\bar{x}=2.66$; $sd=1.231$). Along the same line, 47.9% of the respondents strongly/agree with the statement “I have the time that is needed to take care of my personal health and wellness needs.” 35.7% said strongly/disagree, and 16.4% said neither. This may be cause for concern that over half of all respondents did not strongly/agree with this statement. Finally, 42.5% strongly/agree with the expression “During my work day I typically feel tense or stressed out.” 36.4% said strongly/disagree, and 21% said neither ($\bar{x}=3.08$; $sd=1.249$).

IX. Overall, faculty respondents maintain good psychological health, but they are not satisfied with UTPA’s efforts in this area. For example, 83% strongly/agree with the phrase “Overall, I am in good psychological health.” only 8.1% said strongly/disagree, and 9% said neither ($\bar{x}=4$; $sd=0.949$). Similarly, 72.6% said strongly/disagree with the expression “During my work day, I tend to experience adverse physical symptoms, such as shortness of breath, dizziness, muscle spasms, headaches, and neck stiffness.” 17.9% said strongly/agree, and 9.4% said neither. Also, 76.6% said they strongly/disagree with the expression “During my work day, I tend to eat or smoke more than I do outside of work.” while 10.7% said strongly/agree, and 12.6% said neither ($\bar{x}=1.94$; $sd=1.047$). Also, 61.2% strongly/disagree with the statement “When at work I find that I am more cynical and negative in my dealings with others.” 21.9% said strongly/agree, and 16.8% said neither ($\bar{x}=2.4$; $sd=1.258$). Finally, 58.7% strongly/disagree with the phrase “I find that I bring more cynical and negative attitude home with me after work.” 26.8% said strongly/disagree, and 14.6% said neither ($\bar{x}=2.47$; $sd=1.309$). Generally 1/4 to 1/5 of faculty respondent find that working at UTPA negatively impacts their psychological health.

There is a negative perception regarding UTPA's efforts to maintain healthy relationships and lower stress levels given that almost half of the respondents (46.9%) said strongly/disagree when asked if "This institution helps faculty come with workplace stress by encouraging positive and supportive interactions among co-workers," 32.9% said neither, and only 20.2% said strongly/agree ($\bar{x}=2.57$; $sd=1.125$).

X. Some faculty question whether they would like to continue working for this institution.

For example, a third (38.7%) of the respondents said they strongly/agree with the expression "I think about seeking employment outside of this institution frequently," 44.3% said strongly/disagree, and 17% said neither even though 51.6% said they strongly/disagree with the phrase "I intend to seek employment outside of this institution in the next year or so," 27.7% said they strongly/agree, and 21.7% said neither ($\bar{x}=2.62$; $sd=1.381$). Finally, 51.7% said they strongly/agree with the statement: "I would recommend this institution to others as a good place to work," 21.8% said strongly/disagree, and 26.5 said neither ($\bar{x}=3.32$; $sd=1.155$).

Over 40% of women and 37% of men said they strongly/agree with the expression "I think about seeking employment outside of this institution frequently." Over 30% of women and 26% of men said they strongly agree that "I intend to seek employment outside of this institution in the next year or so." When thinking about whether "I would recommend this institution to others as a good place to work," over half of men but less than half of women strongly/agreed. These finding may help explain faculty turnover rates.

XI. Different perceptions of social support and encouragement at UTPA.

Faculty respondents have mixed feelings on the level of social support perceived in their work environment. For example, 45.8% said strongly/agree with the idea that "The institutional culture is friendly, inclusive, and supportive," 30.2% said strongly/disagree, and 24.1% said neither ($\bar{x}=3.15$; $sd=1.210$). To the phrase "There is a sense of zest, 'buzz', and opportunity in the workplace," only 24.8% said strongly/agree, 41.9% said strongly/disagree, and 33.3% said neither. This an alarming sign. Another area worth of attention involves the perception of respect and dignity due to the fact that almost half (49.3%) of the respondents said strongly/disagree to the statement: "Faculty feel they are valued and treated with respect and dignity," only 27.7% said strongly/agree, and 23% said neither ($\bar{x}=2.64$; $sd=1.139$). Fortunately, 52.2% said strongly/agree with the statement: "A concerned effort to address gender inequity on this campus would be met with strong faculty support," 15.3% said strongly/disagree, and 32.5 said neither ($\bar{x}=3.5$; $sd=1.066$), with men responding more positively than their female counterparts.

XII. Not all faculty respondents trust the transparency and honesty of UTPA.

For example, when asked whether "This institution's decision making is fair, transparent, and impartial," 44.7% said strongly/disagree, 28.9% said strongly/agree, and 24.4% said neither ($\bar{x}=2.70$; $sd=1.179$). More than the third of the respondents (32.4%) strongly/disagree when asked if "Allegations of mistreatment of faculty are handled fairly and honestly, even when the alleged wrongdoers are in positions of power," only 28% strongly/agree, and 39.7% said neither

(\bar{x} =2.86; sd =1.406). Equally alarming is the fact that half of the respondents (49.1%) strongly/disagree when asked if “Compensation and reward systems are fair and transparent at this institution,” only 24% strongly/agree, and 26.9% said neither (\bar{x} =2.56; sd =1.169). Finally, but also important, almost 40% (39.5%) said “dodge” when asked whether “This institution face or dodge tough questions concerning faculty relations,” only 22.9% said face, and 37.6% said neutral (\bar{x} =2.17; sd =0.774). It is also essential to add some anecdotal evidence that many faculty members mentioned to the PIs that they did not participate in this survey out for fear of being identifies and retribution, along with a relatively smaller number of faculty indicating that their lack of participation was because the survey was about “women’s issues.”

XIII. Possible forthcoming policies were rated as important for most faculty respondents.

For example, a “Faculty Spousal and Partner Hiring Assistance Program (for faculty and staff positions)” was rated by the 58.5% of the faculty respondents as quite/very important, 41.5% as somewhat important, and 18.4% as slightly/not important (\bar{x} =3.64; sd =1.315). Moreover, when thinking about a “Flexible teaching schedules (Teaching morning versus afternoon versus evening classes)” 82.3% said it is quite/Very important, 12.1% said somewhat important, and 5.6% said slightly/not important (\bar{x} =4.25; sd =0.940). A “Nontraditional teaching schedules (e.g., Saturday classes)” had 49% of the respondents saying it is quite/very important, 31.9% somewhat important, 19% slightly/not important (\bar{x} =3.46; sd =1.234). Regarding “Faculty ombudsman to deal with faculty concerns and complaints” 67.8% said it is quite/very important, 20.9% said somewhat important, and 11.4% said slightly/not important (\bar{x} =3.9; sd =1.181). Similarly, a “Stop tenure or/and promotion clock for the types of leave mentioned above” was rated by the 63.4% as quite/very important, 24% as somewhat important, and 12.5% as slightly/not important (\bar{x} =3.8; sd =1.198).

The possible forthcoming policies that obtained the least rates as very/quite important were the following: a “Development of a woman’s faculty organization on campus” rated by the 44.7% as quite/very important, 30% as somewhat important, and the 25.5% as slightly/not important (\bar{x} =3.35; sd =1.293); and “Reschedule faculty Senate and other departmental or college meetings within family-friendly hours (i.e. before 3pm)” with a 48.8% saying it is quite/very important, 27.3% saying somewhat important, and 23.9% saying slightly/not important (\bar{x} =3.35; sd =1.307).

XIV. With a few exceptions, faculty respondents do not perceive discrimination against most genders, ethnicities, and groups.

UTPA faculty respondents were asked to share their perception about discrimination toward different groups. To answer each of these questions, the respondents chose between: “Fully incorporated,” “Accepted/Acknowledged,” “Ignored/Invisible,” and “Discriminated against.” 97.1% of the respondents said that men are fully incorporated/acknowledged, and only the 3% thought men are ignored/discriminated (\bar{x} =1.32 sd =0.580). Similarly, 84.5% said women are fully incorporated/acknowledged and 15.4% had an opposing view (\bar{x} =1.87; sd =0.867). There were no major differences in responses from men and women. However, when asked if “A concerted effort to address gender inequity

ion this campus would impact men positively.” 50.7% said they strongly/agree, 14.2% said strongly/disagree, and 35.1% said neither (\bar{x} =3.54; sd =1.066).

Regarding ethnicity, 89.8% of the respondents said that “Anglo/Caucasians” are fully incorporated/ acknowledged, and 10.2% said they are ignored/discriminated (\bar{x} =1.51; sd =0.770). 71.3% think “Asian, Pacific Islander, Hawaiian Natives” are fully incorporated/acknowledged and 28.7% think the opposite (\bar{x} =2.02; sd =0.825). 65.5% said that “African American/Blacks” were fully incorporated/acknowledged, and 34.5% said ignored/discriminated (\bar{x} =2.12; sd =0.898).

The perception of discrimination increases more when respondents were asked about discrimination against sexual preferences and disabilities. About the former group, “Lesbian, Gay, Bisexual, Transgendered (LGBT),” only 52.8% said they are fully incorporated/acknowledged, leaving a 47.2% with the opposite opinion (\bar{x} =2.37; sd =0.881). Finally, 72.6% of the respondents perceive that “People with disabilities” are fully incorporated/acknowledged against a 27.4% that said this group of people are ignored/discriminated against (\bar{x} =2.09; sd =0.828). There may some work to do in these areas.

XV. Most of the faculty respondents at UTPA think that Leave policies are important and should be paid. 67% said that “Unpaid Leave-Parental leave (provides financial support to eligible working parents of newborn or recently adopted children; may also provide leave to attend to children with special needs)” is quite/very important, 18.2% said it is somewhat important, and 14.8% said slightly/not important (\bar{x} =3.92; sd =1.224) in comparison with a “Paid Leave-Parental leave...” where 74.3% quite/very important, 14.1% somewhat important, and 11.7% slightly/Not important (\bar{x} =4.08; sd =1.176). Similarly, “Unpaid Leave-Leave for spousal or child care due to a disability or short-term accident” was rated as quite/very important by the 71.9% of the respondents, 13.8% said somewhat important, and said 14.3% slightly/Not important (\bar{x} =4.02; sd =1.233) in comparison with a “Paid Leave-Leave for spousal or child care due to a disability or short-term accident” with a 79.5% saying it is quite/very important, 9.8% somewhat important, and 10.7% slightly/Not important (\bar{x} =4.19; sd =1.135). 67.2% also said that “Unpaid Leave-Leave for elder care” is quite/very important, 19.4% said somewhat important, and 13.4% said slightly/Not important (\bar{x} =3.93; sd =1.229) in comparison with a “Paid Leave-Leave for elder care” 64.5% quite/very important, 21.7% somewhat important, and 13.8% slightly/Not important (\bar{x} =3.91; sd =1.233). 60.7% said that “Unpaid Leave-Sabbatical for post-tenure faculty” is quite/very important, 21.4% said somewhat important, and said 17.9% slightly/Not important (\bar{x} =3.73; sd =1.356) while a “Paid Leave-Sabbatical for post-tenure faculty” obtained a 74.8% saying it is quite/very important, 25.2% saying somewhat important, and 12.1% saying slightly/Not important (\bar{x} =4.10; sd =1.211).

The policy that obtained the lower percentage of importance was “Unpaid Leave-Sabbatical for junior faculty” with only the 50.5% of the faculty respondents rating it as quite/very important, 21.3% as somewhat important, and 28.2% as slightly/Not important (\bar{x} =3.36; sd =1.436). On the

other hand, 57.2% rated a “Paid Leave-Sabbatical for junior faculty” as quite/very important, 16.3% as somewhat important, and 26.6% as slightly/Not important ($\bar{x}=3.60$; $sd=1.433$).

DEMOGRAPHICS

The following information refers to the demographic distribution of the faculty respondents. Of all the respondents, 98.6% gave their consent to use their answers for this investigation. Genders were almost equally distributed with 49% being females, which is representative of the population because 41.4% of the UTPA faculty is females as well. The 45.4% declared to be part of the STEM¹ faculty, leaving a 51.4% as non-STEM faculty, and 3.2% saying they did not know. From the respondents who declared to be part of STEM faculty, only 15.3% were female.

Regarding age of the faculty respondents, only two (0.7%) were under 30 none of whom were females; 24.82% were between 30 and 45 years of age (72 respondents) half of whom were females (52%, 38 subjects); 26.9% (78 respondents) were between 46 and 59 years of age, half of whom were females (47.3%, 37 subjects); and 13.4% (39 respondents) were 60 or older, a third of whom were females (38.5%, 15 subjects). There percentages are relatively representative of the population were 3.2% consisted of faculty under 30; 38.3% between the ages of 30 and 45; 35.3% between the ages of 46 and 59; and 23.2% with 60 or more years of life.

The majority (52.4%) of the faculty respondents were Anglo or Caucasian; 30.3% Hispanic/Latino; 1.7% Asian, native Hawaiian or other Pacific Islander, and American Indian/Alaska Native (also 1.7%); only 1% Black or African American; 1.7% said “other,” and 11.2% decided to not answer the question “Please indicate your racial category.” Most of the Hispanic/Latino faculty respondents had Mexican origins. The distribution of ethnicities among all UTPA faculties is very similar with the bigger group being Anglo or Caucasian occupying a 39.7% of the population; Hispanic/Latinos the 37.1%; Asian 14.7%; American Indian/Alaska Native 0.3%; Black or African American 17%; and 21% as “two or more races.”

32.1% of the faculty respondents said to be a “first-generation college student when entered higher education” 40.7 said “no” and 27.2% did not answer this question².

15.2% of the respondents have been working in academia for 0 to 5 years; 16.9% for 6 to 10 years; 10.7% for 11 to 15 years; 7.9% for 16 to 20 years; 7.6% for 20 to 30 years; and 5.5% for more than 30 years. Only 68% of the respondents reported the years they have been working at UTPA. From these, 39.1% have been working at UTPA approximately 0 to 5 years and half of them are females (50.6%); 30.5% between 6 and 10 years, half of whom are females (50%) ; 13.7% between 11 and 15, 40.7% of whom are females; 4.6% between 16 and 20, as well as 4.6% between 21 and 25, in both groups, the 44.4% are females; and 7.6% have been working at

¹ There is no information available about which faculty members are part of STEM at UTPA.

² No information is available at UTPA to determine the percentage of faculty members who are first generation college students.

UTPA for more than 25 years being the 40% females. Similarly, 48.1% of all UTPA faculties have been working at UTPA for 0 to 5 years, half of whom are females (46.2%) ; 26.7% between 6 and 10 years the 40.7% of whom are females; 8.9% around 11 to 15 years. A third part of this group are females (35.8%). 5.7% have been working at UTPA between 16 and 20 years, the third of whom are women (30.2%); 3.9% from 21 to 25 years the 40% of whom are female; and 6.6% for more than 25 years from which 26% are female.

Regarding rank, 1.4% of the faculty respondents are Full time administrators 33.3% of whom are females; 14.5% Full Professors out of which the 40.4% are women in comparison with 12.2% all faculty members at UTPA out of which 23.9% are women. From the sample, 22.4% were Associate Professors, and the 44.6% of them are female while 20% of all the faculty members at UTPA have this same rank with 39.8% of them being female. 17.2% of the sample are Assistant Professors half of whom are women (56%) in comparison with 26.3% in the entire pool from which 39.8% are women. 13.8% of the sample are Lecturers out of whom 42.4% are women while lecturers occupy the 23.6% of all faculty members at UTPA half of whom are female (51.1%). Finally, 2.8% said “other” from which 37.5% are female. 28.3% did not provide information about their academic rank during the survey.

Finally, from all faculty respondents, only half of them (46.5%) provided information about where they were born. From this group, 42.2% were born in Texas, 42.9% were born in the U.S. but in a state different than Texas, 8.1% in Latin America, 5.1% in Asia & Europe, and 1.4% in Canada³.

About the Data

The UTPA Climate survey is based on an on-line survey conducted between October 23 and November 6, 2012. A total of 222 surveys were completed and submitted by respondents. There are 754 UTPA faculty members. Data are weighted to produce a final sample that is representative of UTPA faculty. Survey interviews were conducted under the direction of Jessica Lavariega Monforti and Margaret Graham, with support from UTPA’s NSF ADVANCE grant. Margin of sampling error is plus or minus 5.53 percentage points at the 95% confidence level.

³ No information is provided regarding place of birth from UTPA records.