OXIDE Demographic and Policy Data

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Demographic Data

- Gathered via Survey Monkey, January 7-24 (Thank you to Rig and Alicia!)
- Thirteen respondents
  - 11 public universities
  - 2 private universities
  - 3 were heads, 10 held other positions in departments

Size of Programs

	Faculty	Grad. St.	Post-Docs	NTT
Min.	22	100	22	6
Max.	73	330	66	29
Aver.	36	184	38	13

Gender Representation (% Women)

	Faculty	Grad. St.	Post-Docs	NTT
Min.	9	34	7	9
Max.	20	50	50	83
Aver.	16	40	24	37

Minorities [URM (All Minorities)] % of Total

	Faculty	Grad. St.	Post-Docs	NTT
Min.	0 (5)	2 (4)	0 (2)	0 (0)
Max.	9 (31)	21 (58)	7 (73)	20 (33)
Aver.	4 (15)	8 (25)	3 (42)	6 (14)

Nationality/Birth Place, % [All born outside U.S. (non-citizens)]

	Faculty	Grad. St.	Post-Docs	NTT
Min.	12 (8)	19 (14)	70 (57)	18 (9)
Max.	46 (35)	88 (56)	90 (90)	83 (83)
Aver.	27 (17)	49 (42)	80 (77)	43 (32)

Other Characteristics/Issues

- Little data on LBGT

- Also minimal data on disability status

- Issues of sensitivity/privacy noted by respondents – How can we balance respect for privacy with need for data – as well as conveying respect and support

- Response rate low (can still respond!)

Survey on Departmental Policies

- Questions on ranking (will analyze later)
- Numerous questions on departmental policies
- 10 responses – 5 completed by heads and 5 by others

Written Policies Routinely Used to Attract and Retain Faculty (> 50%)

Teaching relief for junior faculty	100.0
Guidelines for tenure and promotion procedures	100.0
Guidelines for appointments to multiple departments	90.0
Guidelines for yearly faculty evaluations	90.0
Search committee discussions of appropriate hiring and recruitment procedures prior to each search	88.9
Mentoring of all junior faculty	80.0
Tenure clock modification for parental duties	80.0
Procedures for determining salary increases	70.0
Child care is available and/or special funding is provided to address child care costs	66.7
Policies to accommodate dual career couples when the partner is a non-University employee	55.6

Written Policies Routinely Used to Attract and Retain Faculty (< = 50%)

Funds for spouse/partner hires within the same university	50.0
Mentoring of mid-career and senior faculty	44.4
Special funds for recruiting women	44.4
Special funds for recruiting underrepresented minorities	44.4
Guidelines for allocation of research/lab space	33.3
Special funds for recruitment of members of other diversity equity groups (e.g. disabilities, LGBTQIQ)	25.0

Written Policies Routinely Used to Attract and Retain Graduate Students (> 50%)

Opportunities for graduate student representation on departmental governance committees	90
Guidelines for evaluations of graduate students	80
Graduate student government opportunities	80
Department funded social events for graduate students	80
Guidelines or policies for identifying and supporting students whose time to degree exceeds a particular threshold	80
Child care is available and/or special funding is provided to address child care costs	70
Procedures for determining salary increases	70
Leave for graduate students for parental duties	60

Written Policies Routinely Used to Attract and Retain Graduate Students (< = 50%)

Clear policies for graduate student working hours, i.e. what constitutes standard hours	50
Guidelines for allocation of research/lab space	50
Special funds for recruiting underrepresented minorities	40
Special funds for recruiting women	30
Special funds for recruitment of members of other diversity equity group (e.g. disabilities, LGBTQIQ)	0

Written Policies Routinely Used to Attract and Retain Researchers (> = 50%)

Guidelines for tenure and promotion procedures	77.8
Opportunities for professional development of non-postdoc researchers	70.0
Leave for researchers for parental duties	66.7
Child care is available and/or special funding is provided to address child care costs	60.0
Procedures for determining salary increases	50.0

Written Policies Routinely Used to Attract and Retain Researchers (< 50%)

Guidelines for yearly evaluations of non-faculty researchers	44.4
Training/Mentoring for postdocs seeking a career in academia	40.0
Clear policies for postdoc/researchers working hours, i.e. what constitutes standard hours	40.0
Training/Mentoring for postdocs seeking a career in industry	33.3
Special funds for recruiting under-represented minorities	22.2
Special funds for recruitment of members of other diversity equity group (e.g. disabilities, LGBTQIQ)	11.1
Special funds for recruiting women	0.0

Social Events: Promoting Interactions

- Faculty social events: 2 or more (3 depts.), 1-2 (1 dept.), once (4 depts.), none (2 depts.)

- Faculty-student social events: held by all: one about monthly, one 4 times a year, and others somewhat less (not counting receptions after speakers)

Current Diversity Plan Situation of Departments (% saying yes)

Does your department have a diversity plan in place?	70
If so, is the plan updated regularly?	40
Does the plan contain objectives that are tracked and evaluated?	25
Were objectives met by year end?	13

Other Issues Covered

- Narrative report of retention rates
- Sensitivity to cultural differences and associated policies
- Affinity groups present
- Diversity training used
- More analysis planned when more surveys returned