

# 2013 Campus Climate Survey: Climate

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## Executive Summary

The 2013 Campus Climate survey was conducted from February 19<sup>th</sup> through March 19<sup>th</sup>, 2013. The survey was designed to accomplish multiple goals, but its primary purposes were to (a) monitor the extent to which faculty members are satisfied with their working environment; (b) enhance our understanding of the climate, both departmental and institutional, in which faculty work; and (c) evaluate the changes over time in the climate within departments, within colleges, and across the University. Differences in satisfaction with respect to gender, race/ethnicity, rank, and college have been analyzed and reported in other sections. The purpose of this section of the report is to present results obtained from the portion of the survey that focused on faculty perceptions of climate.

A total of 1,222 of 2,689 faculty responded to the 2013 faculty climate survey. This 45% response rate was sharply higher than the 24% response rate for the 2009 survey (742 of 3,133) or the 30% response rate for the 2006 survey (820 of 2,718).

The pattern of responses to the 2013 climate survey was generally representative, but there are two areas of possible concern. First, non-tenure-track faculty members appear to be underrepresented in the survey responses. The response rates for tenured and tenure track faculty each exceeded 50%, whereas the response rate for non-tenure-track faculty was no higher than 36%. Second, there appears to have been an unusually low response rate for Asian faculty members. Only 5% of the respondents identified themselves as Asian, even though 13% of the faculty members are identified as Asian in Texas A&M's administrative records. Although it is possible that Asian faculty were systematically less likely than other faculty groups to identify their race/ethnicity and not systematically less likely to respond to the survey, the calculated response rate for Asian faculty members was only 15%. No other EEOC group had a calculated response rate below 27%. More detail about response rates by gender, race and ethnicity, title, tenure status, and college can be found in the section of the report on respondent demographics.

The following key points were extracted from analysis of responses to the climate section of the survey:

- Overall, there was no difference between the 2009 and 2013 climate surveys in the level of perceived job discrimination on the basis of sex, race/ethnicity or caregiver obligations.
- 23% of female faculty respondents reported experiencing job-related sex discrimination in the previous 12 months with respect to at least one of 13 types included in the survey. The most common type of discrimination reported was salary, followed by collegiality.
- 30% of non-white faculty respondents reported experiencing job-related racial discrimination in the previous 12 months with respect to at least one of 13 types included in the survey. Again, the most common type of such reported discrimination was perceived discrimination in salary, followed by perceived discrimination in collegiality.
- Female respondents rated their departments significantly lower than male respondents with respect to inclusivity or valuing diversity.

- Female faculty respondents were more likely to believe that search committees talk about candidate’s personal characteristics, treat male and female candidates differently, and are dubious about diversity. Differences between male and female faculty respondents persist even after controlling for rank and college.
- There were significant differences among racial/ethnic groups in their responses to most of the climate scales. As a general rule, Hispanic faculty members report the least favorable perceptions of climate. On average, African-American faculty also report significantly less favorable perceptions of climate than those reported by non-Hispanic white faculty.
- Where there were significant differences across faculty ranks, administrators and/or non-tenure-track faculty were more likely to agree with positive climate statements than assistant and associate professors.

## Indicators of Faculty Climate

“Academic climate consists of the culture, decisions, practices, policies, and behaviors that, taken together, constitute the working and learning environment within a university unit”<sup>1</sup> As such, there is no single indicator or survey question that fully reflects climate for faculty members at Texas A&M. Furthermore, given the length of the 2013 faculty climate survey, it is not especially fruitful to examine responses to each individual question (although tabulations of those responses have been provided in an appendix). Instead, responses to individual questions have been clustered into a series of climate scales, and those scales have been used for further analysis.

That analysis has two parts. First, we examine changes over time in a series of climate questions that were common to the 2009 and 2013 surveys. Because all of the common climate questions capture self-reports of job-related discrimination, this section measures changes in perceived discrimination. Second, we examine a series of indicators drawn from questions that were found only in the 2013 Faculty Climate Survey. These questions focus on direct measures of climate and search committee behaviors.

## Perceived Discrimination

Table 1 shows the climate-related items that were common to both the 2009 and 2013 surveys. These items were used to construct a series of scales regarding discrimination. Because all of the responses were binary (respondents were asked to check all that apply) a scale score for each individual was calculated as the total number of items selected in each category. For most of the scales, the possible responses range from 0 to 3. For the three summary scales—perceived sex discrimination, perceived racial/ethnic discrimination and perceived caregiver discrimination—the possible responses range from 0 to 13 because there were 13 types of discrimination that could have been selected.

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<sup>1</sup> *An Assessment Of The Academic Climate For Faculty At UCLA*, a report by the Gender Equity Committee On Academic Climate, April, 2003, downloaded 9/16/2013 from <https://faculty.diversity.ucla.edu/>

**Table 1. Indicators of Perceived Discrimination found in the 2009 and 2013 Campus Climate Surveys**

Please indicate any job-related discrimination you have experienced at TAMU within the PAST 12 MONTHS. Please check all that apply	
Indicator	Items
Perceived Discrimination in Hiring	Hiring-Race/Ethnicity
	Hiring-Sex
	Hiring-Caregiving Obligations
Perceived Discrimination in Promotion	Promotion-Race/Ethnicity
	Promotion-Sex
	Promotion-Caregiving Obligations
Perceived Discrimination in Salary	Salary-Race/Ethnicity
	Salary-Sex
	Salary-Caregiving Obligations
Perceived Discrimination in Space Allocation	Space/equipment, other resources-Race/Ethnicity
	Space/equipment, other resources-Sex
	Space/equipment, other resources-Caregiving Obligations
Perceived Discrimination in Access	Access to administrative staff-Race/Ethnicity
	Access to administrative staff-Sex
	Access to administrative staff-Caregiving Obligations
Perceived Discrimination in Collegiality	Collegiality-Race/Ethnicity
	Collegiality-Sex
	Collegiality-Caregiving Obligations
Perceived Discrimination in Graduate Student Advisees	Graduate student advisees-Race/Ethnicity
	Graduate student advisees-Sex
	Graduate student advisees-Caregiving Obligations
Perceived Discrimination in Course Assignments	Course assignments-Race/Ethnicity
	Course assignments-Sex
	Course assignments-Caregiving Obligations
Perceived Discrimination in Committee Assignments	Committee assignments-Race/Ethnicity
	Committee assignments-Sex
	Committee assignments-Caregiving Obligations
Perceived Discrimination in Access to Information	Access to information-Race/Ethnicity
	Access to information-Sex
	Access to information-Caregiving Obligations
Perceived Discrimination in mentoring opportunities	Opportunities to be mentored-Race/Ethnicity
	Opportunities to be mentored-Sex
	Opportunities to be mentored-Caregiving Obligations
Perceived Discrimination in Networking	Networking opportunities-Race/Ethnicity
	Networking opportunities-Sex

	Networking opportunities-Caregiving Obligations
Perceived Discrimination in mentoring/advising students	Mentoring/advising students or students seeking advice-Race/Ethnicity
	Mentoring/advising students or students seeking advice-Sex
	Mentoring/advising students or students seeking advice-Caregiving Obligations
Perceived Sex Discrimination	All of the above regarding discrimination by sex
Perceived Racial/Ethnic Discrimination	All of the above regarding discrimination by race/ethnicity
Perceived Caregiver Discrimination	All of the above regarding discrimination by caregiving obligations

### Analyzing the Level of Perceived Discrimination

Table 2 summarizes averages on the discrimination indicators for the 2013 survey responses. There are also comparisons by gender, race/ethnicity, title, and tenure status. Because White was by far the largest race/ethnicity category, in addition to tabulating by race/ethnicity, there is also a comparison between White and the rest of the categories for race and ethnicity, as this might show general trends of difference in experience between respondents in the largest group versus those in minority groups. Individuals who did not respond to the questions about race and ethnicity have been excluded from the non-white group. Shading indicates that significant differences were detected across demographic groups within the designate category (sex, race/ethnicity, title and tenure status). Throughout this analysis, statistical significance was determined using ordered probit or OLS regression, heteroskedasticity-robust standard errors and a 5-percent standard.

### Key Observations from the Analysis of Table 2:

- There are systematic differences between men and women with respect to perceptions of discrimination. Female faculty members are more likely than male faculty members to report that they have experienced job-related discrimination in all dimensions except space allocation and graduate student advising.
- As compared to white faculty members, faculty members from other races/ethnicities are significantly more likely to report that they have experienced racial/ethnic job discrimination.
- Assistant professors, associate professors and administrators are more likely than full professors or non-tenure-track faculty to report experiencing discrimination.
- Female faculty members are significantly more likely than male faculty members to report discrimination associated with caregiving obligations.

**Table 2. Summary of Average Responses across the Discrimination Scales, 2013**

	Hiring	Promotion	Salary	Space Allocation	Access to Staff	Collegiality	Graduate Student Advisees	Course Assignments
Overall	0.04	0.05	0.11	0.03	0.03	0.09	0.02	0.04
<b>Sex</b>								
Male	0.03	0.03	0.07	0.02	0.01	0.05	0.02	0.02
Female	0.06	0.08	0.20	0.05	0.05	0.17	0.04	0.09
<b>Race/Ethnicity</b>								
African-American	0.10	0.14	0.62	0.05	0.05	0.67	0.14	0.33
Asian	0.11	0.20	0.20	0.09	0.09	0.24	0.09	0.15
Hispanic	0.24	0.22	0.40	0.20	0.18	0.28	0.14	0.14
Multiracial	0.00	0.04	0.04	0.00	0.00	0.22	0.00	0.09
White	0.03	0.03	0.10	0.03	0.02	0.07	0.02	0.03
<b>Race/Ethnicity</b>								
White	0.03	0.03	0.10	0.03	0.02	0.07	0.02	0.03
Non-white	0.13	0.17	0.29	0.104	0.10	0.31	0.10	0.16
<b>Title</b>								
Administrator	0.07	0.06	0.14	0.05	0.06	0.11	0.04	0.06
Assistant Professor	0.04	0.06	0.15	0.02	0.03	0.15	0.03	0.07
Associate Professor	0.03	0.09	0.14	0.06	0.02	0.12	0.03	0.06
Professor	0.03	0.02	0.07	0.01	0.01	0.06	0.01	0.02
Non-tenure track	0.03	0.04	0.08	0.03	0.03	0.03	0.00	0.02
<b>Tenure Status</b>								
Non tenure track	0.03	0.04	0.09	0.03	0.03	0.04	0.00	0.02
Tenure track	0.05	0.06	0.14	0.02	0.04	0.14	0.03	0.07
Tenured	0.04	0.05	0.11	0.04	0.03	0.10	0.03	0.04

Shading indicates that differences within the category (sex, race/ethnicity, title or tenure-status) are jointly significant at the 5 percent level.

**Table 2. Summary of Average Responses across the Discrimination Scales, 2013, continued**

	Committee Assignments	Access to Info	Opportunities to be Mentored	Networking	Mentoring/ Advising Students	Sex	Racial/Ethnic	Caregiving Obligations
Overall	0.05	0.04	0.04	0.05	0.02	0.31	0.23	0.09
<b>Sex</b>								
Male	0.02	0.02	0.02	0.03	0.01	0.11	0.19	0.04
Female	0.11	0.08	0.07	0.10	0.03	0.66	0.30	0.18
<b>Race/Ethnicity</b>								
African-American	0.24	0.29	0.29	0.19	0.00	1.14	1.57	0.38
Asian	0.11	0.11	0.18	0.18	0.11	0.55	1.05	0.25
Hispanic	0.22	0.18	0.20	0.18	0.10	0.80	1.44	0.44
Multiracial	0.04	0.13	0.00	0.00	0.00	0.22	0.30	0.04
White	0.04	0.03	0.02	0.04	0.02	0.31	0.09	0.07
<b>Race/Ethnicity</b>								
White	0.04	0.03	0.02	0.04	0.02	0.31	0.09	0.07
Non-white	0.15	0.16	0.17	0.17	0.07	0.67	1.11	0.29
<b>Title</b>								
Administrator	0.06	0.06	0.05	0.08	0.04	0.38	0.28	0.21
Assistant Professor	0.03	0.05	0.10	0.08	0.03	0.37	0.31	0.16
Associate Professor	0.11	0.08	0.03	0.05	0.01	0.36	0.37	0.11
Professor	0.03	0.01	0.02	0.03	0.01	0.22	0.10	0.02
Non-tenure track	0.03	0.03	0.03	0.05	0.01	0.27	0.13	0.02
<b>Tenure Status</b>								
Non tenure track	0.03	0.03	0.02	0.05	0.01	0.26	0.12	0.02
Tenure track	0.03	0.05	0.10	0.07	0.03	0.36	0.32	0.16
Tenured	0.07	0.05	0.03	0.04	0.02	0.31	0.24	0.10

Shading indicates that differences within the category (sex, race/ethnicity, title or tenure-status) are jointly significant at the 5 percent level.

**Table 3: Frequency of Job Discrimination Perceptions, by Sex and Race/Ethnicity**

	Males	Females	Whites	Non-White	Total
Share of survey respondents reporting at least one incident of sex-related job discrimination	5.3%	23.3%	13.3%	19.5%	14.4%
Share of survey respondents reporting at least one incident of race/ethnicity-related job discrimination	9.5%	6.0%	3.7%	29.9%	7.1%
Share of survey respondents reporting at least one incident of caregiver obligations-related job discrimination	1.7%	9.2%	4.5%	8.4%	4.2%

Table 3 summarizes frequency of job discrimination perceptions, disaggregated by sex and race/ethnicity, of at least one incident of sex-related job discrimination, race/ethnicity-related job discrimination, and caregiver obligations-related job discrimination.

### Key Observations from the Analysis of Table 3

- 23% of female respondents reported experiencing at least one dimension of job-related sex discrimination in the previous 12 months. The most common type of perceived discrimination was salary, followed by collegiality.
- 29% of non-white faculty members reported experiencing at least one dimension of job-related racial discrimination in the previous 12 months. As with female respondents, the most common type of perceived discrimination was salary, followed by collegiality.
- Survey responses indicate that faculty members in majority groups also perceive discrimination: 5% of male faculty report that they experienced sex discrimination in the past 12 months, and 4% of non-Hispanic white faculty report that they experienced racial or ethnic discrimination.

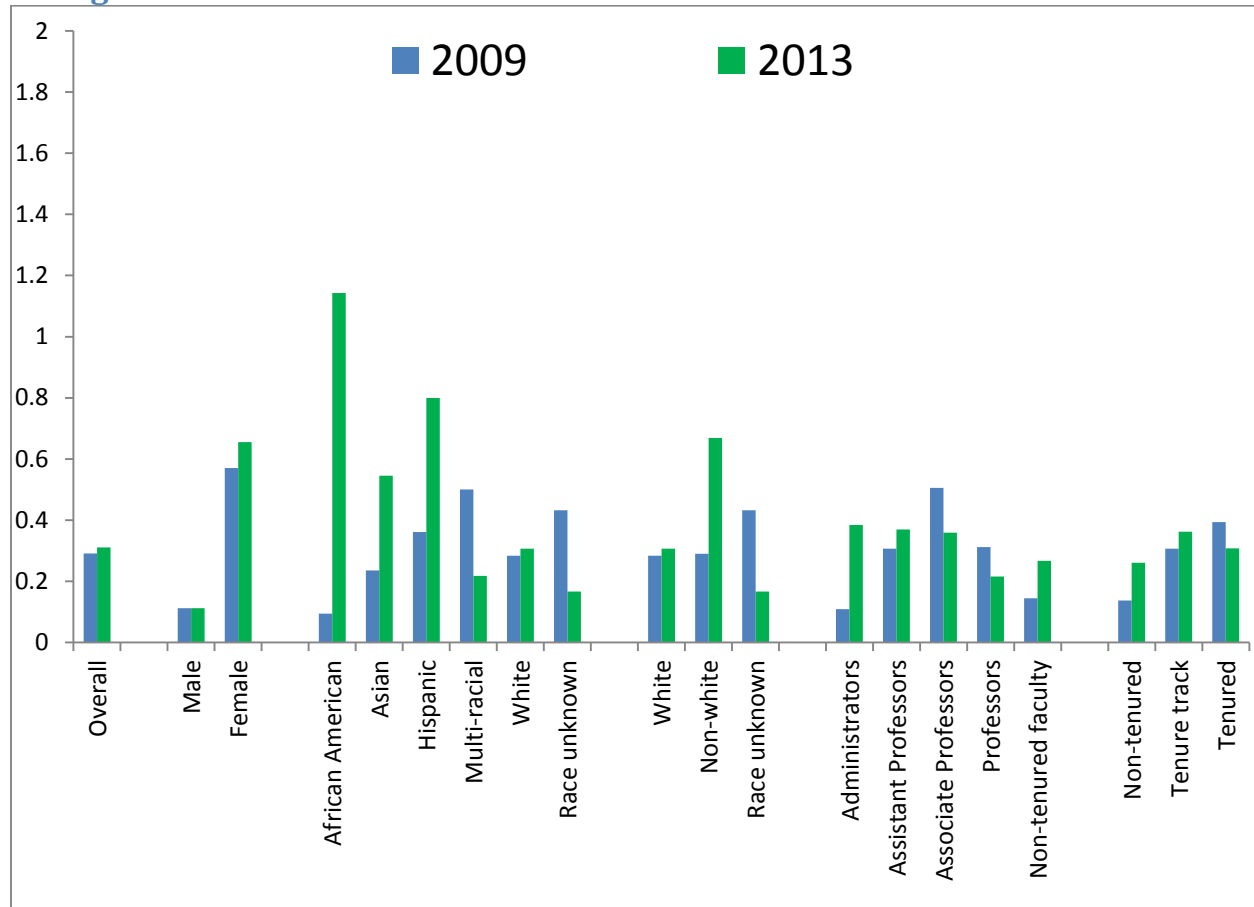
### Analyzing Changes over Time in Perceived Discrimination

The following figures compare faculty climate indicators from the surveys conducted in fall 2009 and spring 2013. There is one figure for each of the following:

- Perceived Sex Discrimination
- Perceived Racial/Ethnic Discrimination
- Perceived Caregiver Obligations Discrimination

Key observations from each figure are provided following the figure. We note that any apparent changes over time could arise from changes in the population responding to the survey rather than from changes in the perceptions of the individual respondents. Furthermore, individual respondents could have provided demographic information (like their racial/ethnic group or departmental affiliation) in one year but not another, causing them to be categorized differently for analysis purposes from one survey to the next. Therefore, one should be cautious in concluding that climate has not changed, just because there has been no change in the survey responses.

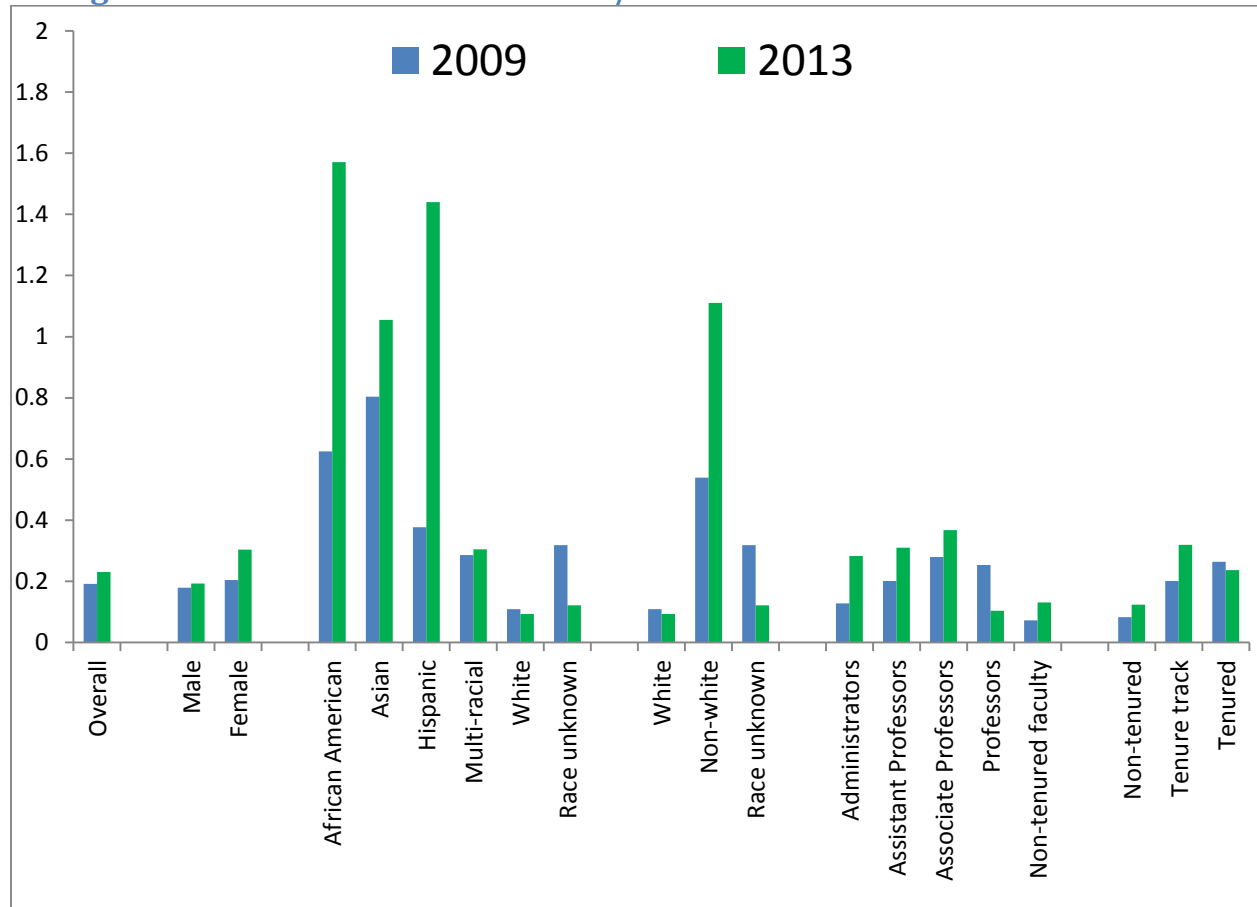
## Changes over time in Perceived Sex Discrimination



- Overall, there is no difference between the two surveys in the level of perceived job discrimination on the basis of sex.
- There also is no difference in the gap between male and female perceptions of sex discrimination.
- The gap among racial/ethnic groups with respect to perceived sex discrimination is significantly wider in 2013. In 2009, 28% of non-white female respondents reported that they had experienced job-related sex discrimination; in 2013, that fraction had increased to 47%. The extent to which this change is attributable to a change in the fraction of respondents who chose not to answer questions about their race cannot be determined. If it is assumed that all of the individuals with unknown race were non-white (a clearly heroic assumption), then it could be argued that the gap between white and non-white faculty members had not changed.
- Administrators who responded to the 2013 survey were significantly more likely to report sex discrimination than were the administrators who responded to the 2009 survey.
- Tenured faculty members reported significantly more job discrimination on the basis of sex than did non-tenure-track faculty members in 2009; that difference narrowed sharply in 2013 and was no longer statistically significant.

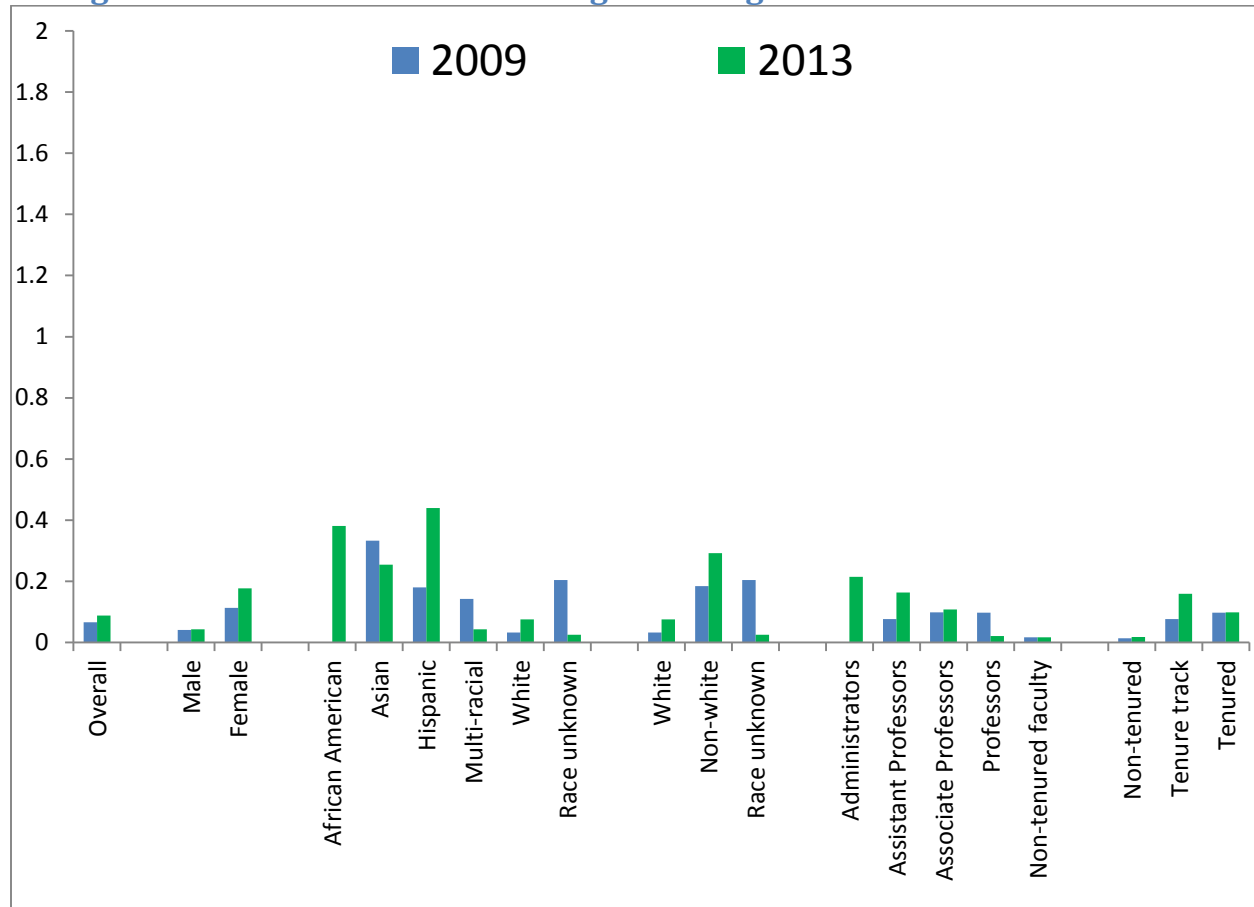


## Changes over time in Perceived Racial/Ethnic Discrimination



- Overall, there is no difference between the two surveys in the level of perceived job discrimination on the basis of race/ethnicity.
- Female faculty members were no more likely than male faculty members to report that they experienced job discrimination based on their race/ethnicity in either year.
- Non-white faculty respondents were more likely to report racial/ethnic discrimination in the 2013 survey than in the 2009 survey; reported racial/ethnic discrimination was the same in 2013 as in 2009 for faculty members who self-identify as white.
- Again, if it is assumed that all of the individuals with unknown race were non-white (a clearly heroic assumption), then it could be argued that the gap between white and non-white faculty members was the same in 2013 as in 2009.
- The gap between tenured faculty and non-tenure-track faculty has narrowed and is no longer statistically significant.

## Changes over time in Perceived Caregiver Obligations Discrimination



- Overall, there is no difference between the two surveys in the level of perceived job discrimination due to caregiver obligations
- Female faculty members remain significantly more likely than male faculty members to report that they experienced job discrimination based on their caregiver obligations. That gap has not changed significantly since the 2009 survey.
- Non-Hispanic white faculty members reported significantly higher levels of caregiver discrimination in 2013 than in 2009. Apparent changes among non-white faculty, while striking, are not statistically reliable.
- Administrators were significantly more likely to perceive discrimination due to caregiver obligations in the 2013 survey than in the 2009 survey.
- Tenure-track faculty members continue to report significantly more job discrimination on the basis of caregiver obligations than do non-tenure-track faculty members.

## New Indicators of Climate Perceptions

Table 4 shows the items that were related to climate and found exclusively in the 2013 survey. These indicators were used to construct a series of scales regarding faculty climate in 2013. A scale score was calculated as the mean of the items in the scale. Items were reverse coded as needed to make all items on the same scale in the same direction (i.e., all high scores indicating more positive feeling/experience or all high scores indicating more negative feeling/experience). Missing items were ignored; a scale score was calculated for any respondent who answered at least one item on the scale. All of the scales were examined using factor analysis to confirm that all of the items were well correlated and could be reliably collapsed into a single indicator.

**Table 4. Climate Scales Based on Indicators Found Only in the 2013 Campus Climate Survey**

Scale	Items
Departmental Inclusion	The climate for women is good in my department
	We have taken steps to enhance the climate for women in my department.
	We have made an effort to promote women into leadership positions in my department.
	We have made an effort to recruit women faculty in my department.
Departmental Speaker Diversity	Women are less likely than men to be invited to give talks in my department (reverse)
Climate for Diversity	Leaders are committed to diversity in my department.
	Diverse perspectives are valued in my department.
	People from different backgrounds get along well in my department.
	Leaders value everyone regardless of their backgrounds in my department.
	Colleagues value everyone regardless of their backgrounds in my department.
Leader Preference Diversity	Leaders prefer people who are similar to them in my department. (reverse)
Perceived Organizational Support	My colleagues show very little concern for me. [reverse]
	My colleagues really care about my well-being.
	My colleagues care about my general satisfaction at work.
	My colleagues care about my opinions.
	My colleagues are willing to extend themselves in order to help me perform my job to the best of my ability.
	My colleagues would fail to notice, even if I did the best job possible. [reverse]
Search Committee Bias	Search committees in my department perpetuate a “good ol’ boys” network.
	Search committees in my department talk differently about male and female candidates.
	Search committees in my department hold male and female candidates to different standards.
Search Committee 1	Search committees in my department talk about candidates’ personal characteristics (e.g., sex, marital status, children, religion, race) during discussions.
Search Committee 5	Search committees in my department are concerned that focusing on diversity is at the expense of excellence

Search Committee 6	Search committees in my department do not make an effort to recruit diverse applications.
Search Committee 7	Search committees in my department believe that there are very few women to apply for faculty positions in our field.
Search Committee 8	Search committees in my department believe that recruiting diverse applicants to College Station is very difficult.
Search Committee 9	Search committees in my department send faculty position postings to minority interest group listservs. (reverse)

### **Analysis of the 2013-exclusive Climate Scales**

Table 5 summarizes averages on climate perceptions for items that were found on the 2013 survey, but not on the 2009 survey. There are comparisons by gender, race/ethnicity, title, and tenure status. Because White was by far the largest race/ethnicity category, in addition to tabulating by race/ethnicity, there is also a comparison between White and the rest of the categories for race and ethnicity, as this might show general trends of difference in experience between respondents in the largest group versus those in minority groups. Individuals who did not respond to the questions about race and ethnicity have been excluded from the non-white group. Shading indicates that significant differences were detected among the demographic groups. Throughout this analysis, statistical significance was determined using ordered probit or OLS regression, heteroskedasticity-robust standard errors and a 5-percent standard.

**Table 5. Summary of Average Responses across the Climate Scales, 2013**

	Departmental Inclusion	Departmental Speaker Diversity	Climate for Diversity	Leader Preference Diversity	Perceived Organizational Support	Search Bias
Overall	3.58	3.56	3.50	2.90	3.32	2.26
<b>Sex</b>						
Male	3.73	3.74	3.63	3.02	3.33	2.06
Female	3.30	3.22	3.24	2.66	3.31	2.63
<b>Race/Ethnicity</b>						
African-American	3.47	2.95	2.87	2.50	3.11	2.93
Asian	3.52	3.71	3.36	2.67	3.30	2.41
Hispanic	3.14	3.08	3.03	2.57	2.94	2.87
Multiracial	3.73	3.48	3.70	3.30	3.41	2.03
White	3.59	3.54	3.53	2.96	3.35	2.23
<b>Race/Ethnicity</b>						
White	3.59	3.54	3.53	2.96	3.35	2.23
Non-white	3.45	3.39	3.26	2.71	3.18	2.56
<b>Title</b>						
Administrator	3.78	3.62	3.76	3.19	3.58	2.00
Assistant Professor	3.44	3.50	3.44	2.86	3.38	2.35
Associate Professor	3.45	3.53	3.34	2.78	3.14	2.29
Professor	3.67	3.61	3.47	2.80	3.18	2.27
Non-tenure track	3.59	3.56	3.65	3.03	3.54	2.28
<b>Tenure Status</b>						
Non tenure track	3.61	3.57	3.70	3.08	3.57	2.20
Tenure track	3.45	3.48	3.44	2.86	3.40	2.33
Tenured	3.62	3.59	3.47	2.86	3.23	2.23

Shading indicates that differences within the category (sex, race/ethnicity, title or tenure-status) are jointly significant at the 5 percent level

**Table 5. Summary of Average Responses across the Climate Scales, 2013, continued**

	Search Committee1	Search Committee5	Search Committee6	Search Committee7	Search Committee8	Search Committee9
Overall	2.01	2.68	2.10	2.43	3.38	2.40
<b>Sex</b>						
Male	1.86	2.55	1.98	2.41	3.28	2.33
Female	2.30	2.92	2.33	2.47	3.56	2.53
<b>Race/Ethnicity</b>						
African-American	2.44	3.53	2.94	2.65	4.12	2.07
Asian	2.12	2.69	2.31	2.53	3.13	2.84
Hispanic	2.36	3.00	2.67	2.77	3.44	3.06
Multiracial	1.77	2.33	2.05	2.50	3.25	2.62
White	2.02	2.66	2.08	2.41	3.47	2.32
<b>Race/Ethnicity</b>						
White	2.02	2.66	2.08	2.41	3.47	2.32
Non-white	2.16	2.86	2.46	2.62	3.35	2.74
<b>Title</b>						
Administrator	1.80	2.45	1.94	2.30	3.31	2.09
Assistant Professor	2.26	2.68	2.27	2.43	3.33	2.83
Associate Professor	2.05	2.75	2.08	2.45	3.65	2.45
Professor	1.91	2.78	2.11	2.55	3.51	2.22
Non-tenure track	2.06	2.54	2.03	2.26	2.83	2.78
<b>Tenure Status</b>						
Non tenure track	1.96	2.45	1.99	2.28	2.87	2.73
Tenure track	2.24	2.67	2.25	2.40	3.31	2.81
Tenured	1.94	2.72	2.07	2.46	3.54	2.24

Shading indicates that differences within the category (sex, race/ethnicity, title or tenure-status) are jointly significant at the 5 percent level.

## Key Observations from the Analysis of Table 5

- There are significant differences between male and female faculty in their responses to nearly all of the climate scales.
  - Female faculty members are significantly less likely than male faculty members to believe that their department is inclusive or values diversity.
  - Female respondents are more likely to believe that search committees talk about candidate's personal characteristics during discussions (Search Committee 1), treat male and female candidates differently (Search Bias), and are dubious about diversity. More than one third (36%) of female respondents agree or strongly agree that "search committees in my department are concerned that focusing on diversity is at the expense of excellence" (Search Committee 5); only 23% of male respondents also agree or strongly agree with this question.
  - Differences between male and female respondents persist even after controlling for rank and college.
  - There are no systematic differences between male and female faculty members with respect to Perceived Organizational Support.
- There are significant differences among racial/ethnic groups in their responses to most of the climate scales.
  - Hispanic faculty have significantly less favorable scores than non-Hispanic white faculty on the scales for Departmental Inclusion, Departmental Speakers, Climate for Diversity, and Perceived Organizational Support. They are also significantly more likely to report that search committees treat male and female candidates differently (Search Bias), and do not make the effort to recruit diverse applications or post listings to minority interest group listservs (Search Committee 6 and 9).
  - African American respondents have significantly less favorable scores for Speaker Diversity and Climate for Diversity, but are not significantly different from non-Hispanic whites when it comes to Departmental Inclusion or Perceived Organizational Support. They are significantly more likely to report that search committees treat male and female candidates differently (Search Bias), are dubious about diversity (Search Committee 5), believe that recruiting diverse applicants to College Station is very difficult (Search Committee 8), and do not make the effort to recruit diverse applications (Search Committee 6).
  - There are very few differences between respondents who self-report as Asian and those who self-report as non-Hispanic white. The only statistically significant difference is that Asian respondents are *less* likely than other respondents to agree with the statement that "search committees in my department believe that recruiting diverse applications to College Station is very difficult." (Search Committee 8)
- Where there are differences across faculty ranks, administrators and/or non-tenure-track faculty are more likely to agree with positive climate statements than are assistant and associate professors.
- As a general rule, where there are significant differences by tenure status, non-tenure-track faculty members are more likely to agree with positive climate statements than are tenured or tenure-track faculty. The obvious exceptions are that tenured faculty are the most likely to agree that search committees post listings to minority interest group listservs (Search Committee 9) and there are no differences between non-tenure-track faculty and tenured faculty with respect to Search Committee 1 (the statement that search committees talk about candidates personal characteristics during discussions).