



UNC Charlotte ADVANCE

Faculty Diversity Scorecard and Climate Survey Report 2013:
College of Engineering



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 Engineering's faculty diversity goals from the 2010-2015 Strategic Plan, relevant data on faculty diversity and opinions of diversity equity. Data sources include 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 Engineering Faculty Diversity Scorecard	Faculty Diversity	Underrepresented Minority Composition The percent of URM faculty is equal to the national average.	• Average
		Gender Composition The percent of female faculty is below the national average.	• Below Average
	Reappointment, Promotion and Tenure	0% of RPTs were awarded to URM faculty.	<i>Unrated</i>
		20% 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 less than the national labor market average.	• Below Average
	Climate	Intent to Stay	• Above Average
		Department Chair Satisfaction	• Above Average
		Diversity Equity Climate	• Below Average
		Job Satisfaction	• Above Average
		Collegiality and Inclusion	• Above Average
		Collaboration and Support	• Above Average
		Professional Development	• Above Average
		Institutional Support	• Below Average
		Workload	• Below Average
Promotion and Tenure		• Above Average	
Work/Life Balance	• Above Average		
Faculty Mentoring	53% of faculty reported having someone they consider to be a mentor at UNCC.	<i>Unrated</i>	

Scorecard Legend

- 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.

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

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

The College of Engineering Strategic Plan 2010-2015

The College of Engineering Strategic Plan 2010-2015 lists the following faculty development goal: Attract and retain a diverse community of scholars to educate students. The information contained within this scorecard and report provides a means for benchmarking progress towards this goal.

Faculty Diversity

- 7% of faculty in the College of Engineering are underrepresented minorities,* which is equal to the national average of 7% for underrepresented minority Engineering faculty.
- 13% of faculty in the College of Engineering are female, which is less than the national average of 16% for female Engineering faculty.

Engineering Faculty Level, Gender and Ethnicity Distribution 2012							
Level	Gender		Ethnicity				
	Women	Men	Non-resident Alien	African American	Asian	Hispanic	Caucasian
Assistant Professor	6	20	4	1	6	0	15
Associate Professor	7	44	4	1	11	3	29
Full Professor	1	31	0	1	1	0	21
Lecturer	2	15	0	2	0	0	14
Other	0	1	1	0	0	0	0
Total	13%	87%	8%	4%	16%	3%	69%

*Underrepresented minorities include African American and Hispanic faculty.

** National data was collected from the National Science Foundation.

*** The national average data used for comparison above draws specifically from data regarding engineer PhD holders employed within universities and 4 year colleges.



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 further be used to examine how these activities are impacting diversity within the College of Engineering 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 engineering at UNC Charlotte.

- 0% of reappointments, promotions, and tenure were given to underrepresented minorities*.
- 20% of reappointments, promotions and tenure were given to women.
- All reviews were approved.

College of Engineering Approved Reviews by Gender and Ethnicity 2012						
	# of Approved Reviews by Gender		# of Approved Reviews by Ethnicity			
	Women	Men	African American	Asian	Hispanic	Caucasian
Reappointments	2	3	0	2	0	3
Promotions	0	1	0	1	0	0
Tenure at Rank	0	4	0	2	0	2
Total	20%	80%	0%	50%	0%	50%

* Underrepresented minority members are considered to be any ethnicity other than Caucasian or Asian.

Faculty Recruitment

During the 2011-2012 academic year, the College advertised 7 faculty positions. For those positions, there were a total of 531 applicants. The gender and ethnicity of the applicants are displayed below.

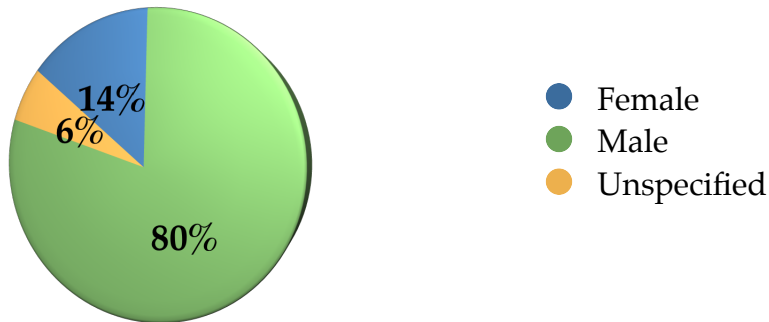
The overwhelming majority of applicants were male (80%) and Caucasian (39%) or Asian (41%).

- 8% of applicants for positions within the College of Engineering were African American, compared to the national labor market average of 4% for Engineering.
- 3% of applicants for positions within the College of Engineering were Hispanic, which is equal to the national labor market average of 3% for Engineering.
- 14% of applicants for positions within the College of Engineering were female, which is lower than the national labor market average of 16% for Engineering

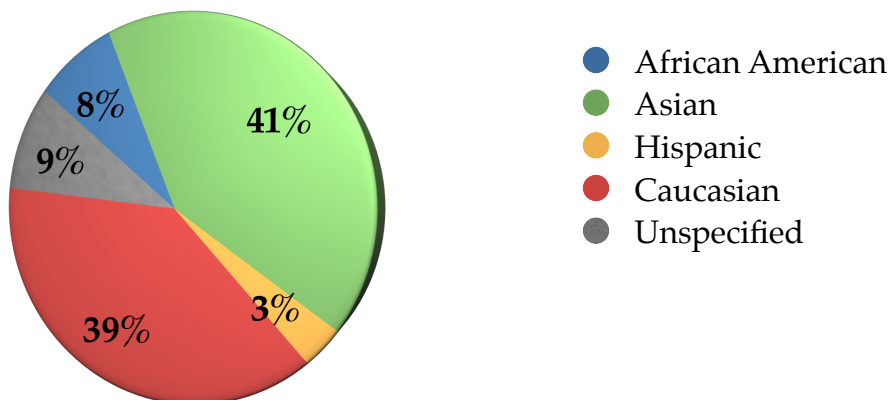
2011-2012 Applicant Gender			
Female	Male	Unspecified	Total #
76	423	32	531

2011-2012 Applicant Ethnicity						
Total Minority	African American	Asian	Hispanic	Caucasian	Unspecified	Total #
59	41	214	18	203	49	531

2011-2012
Applicant Gender



2011-2012 Applicant
Ethnicity



College of Engineering Faculty Climate Survey Snapshot

College of Engineering faculty who responded to the Spring 2010 ADVANCE Faculty Climate Survey reported higher satisfaction than the institutional average for eight constructs and reported lower satisfaction than the institutional average for three constructs.

Implications: While most constructs were rated positively, diversity equity climate, institutional support, and workload fell below the institutional average. This finding indicates room for improvement within the college, especially in areas regarding diversity, support provided by the institution, and the workload of faculty members.

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 Engineering 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 Engineering	Institutional Average	Did Not Specify College
Intent to Stay	3.03	2.92	2.96
Department Chair Satisfaction	2.81	2.19	1.55
Diversity Equity Climate*	0.64	0.75	0.74
Job Satisfaction	3.09	3.06	3.11
Collegiality & Inclusion	3.59	3.52	3.34
Collaboration & Support	3.22	3	3.02
Professional Development	3.12	3.06	3.03
Institutional Support	3.09	3.12	3.11
Workload	2.72	2.89	3.03
Promotion & Tenure	3.33	3.1	3.11
Work/Life Balance	3.39	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.

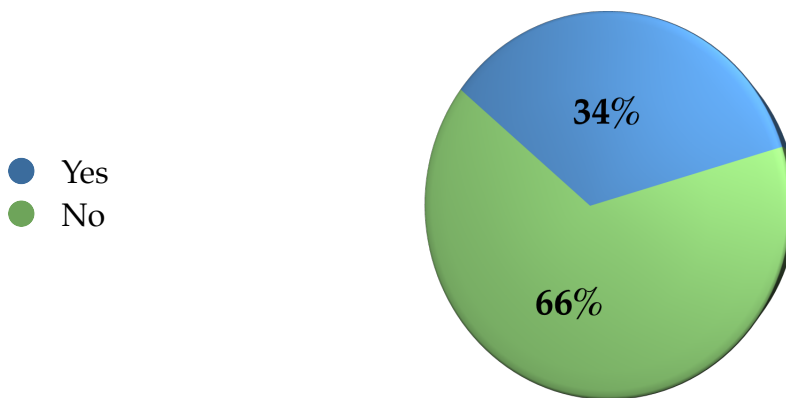
The column labeled "Institutional Average" includes scores of respondents who did identify their college in the climate survey. Scores in the "Institutional Average" column include all respondents Scores to the right labeled "Did Not Specify College" are the scores of only those respondents who did not report their college in the climate survey.

Faculty Mentoring

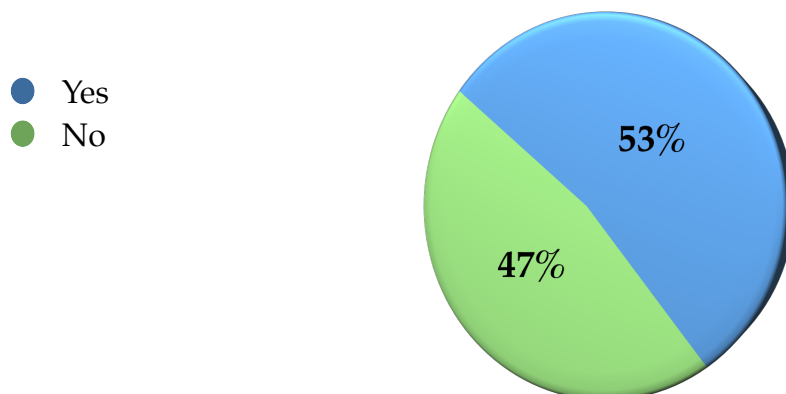
Mentoring, either formal or informal, has been shown to be an important component in career development among faculty across academic literature. Several university wide mentoring programs are available to UNC Charlotte faculty. The year long New Faculty Orientation program provides cohort collaborations 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 Engineering, based upon responses from the Faculty Climate Survey conducted in spring 2013.

- 34% of College of Computing and Informatics faculty report serving as a mentor to another UNCC faculty member.
- 53% of College of Computing and Informatics faculty report having a mentor at UNCC.



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



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