

Faculty Women's Caucus Survey Report and Recommendations

Presented to the Faculty Senate

University of Vermont

April 25, 2022

FWC 2021 Survey

- In response to member concerns, in Spring 2021 the FWC developed a survey on campus climate and working conditions for women-identified, LGBTQ+, and BIPOC faculty at UVM.
- Survey circulated for two weeks in April 2021 on faculty listservs of FWC, GSWS, BIPOC faculty network, and UA.
- 108 UVM faculty responded to the survey, including faculty from all of UVM's colleges, although more from CAS than others.

FWC 2021 Survey Sample

- Of the 108 UVM faculty respondents, the vast majority identified with historically underrepresented categories, including woman, LGBTQ+, BIPOC, and/or working-class backgrounds.
- The numbers broke down as follows:

Woman:	94	LGBTQ+:	11
Gender Queer/Non-binary:	2	BIPOC:	14
No Response on Gender:	8		
Man:	4	Working-Class Background:	45

FWC 2021 Survey Results

- A majority of the 108 respondents gave UVM a rating of *fair or poor* for **campus climate, working conditions, and equity**.
- Of the 108 respondents, the following percentages rated **current campus climate** *fair or poor* for the following types of faculty:

BIPOC faculty: 89%

Untenured and NTT faculty: 83%

Women faculty: 65%

Tenured faculty: 53%

LGBTQ+ faculty: 48%

FWC 2021 Survey Results

- More than half of the respondents stated that **campus climate and working conditions** had *worsened* in the past couple years.
- Of the 108 respondents, the following percentages noted *worsening in* climate and conditions for the following faculty types:

BIPOC faculty: 56%

Untenured and NTT faculty: 85%

Women faculty: 66%

Tenured faculty: 66%

LGBTQ+ faculty: 27%

FWC 2021 Survey Results

- More than half of respondents rated UVM as *fair or poor* in terms of **equitable treatment** of women, LGBTQ+, and BIPOC faculty.
- Of the 108 respondents, the following percentages rated UVM *fair or poor* in equitable treatment of the following faculty types:

BIPOC faculty: 74%

Women faculty: 72%

LGBTQ+ faculty: 60%

FWC 2021 Survey Results

- A large majority of respondents (81%) rated **recent university administration decisions** *as having had a large negative effect* on campus climate and working conditions.
 - In the 20 pages of qualitative comments, lack of respect for faculty, insufficient support for the university's educational mission, severe understaffing of faculty and staff positions, disproportionate service and advising loads placed on under-represented faculty, the pushing for cuts and reorganization under pandemic conditions, and the closing of the Campus Children's School were frequently mentioned as having a large negative effect.
- 72% said that **faculty voice** had *not been valued or respected* or *only rarely so* in deliberations about future directions for the university in recent years.
- 51% of respondents were **leaving or considering leaving** UVM in the near future.

Conclusions

- Although modest in sample size, the survey includes the voices of an important cross-section of under-represented faculty at UVM.
- The results indicate a crisis of worsening conditions at the university experienced as disproportionately affecting women, LGBTQ+, and BIPOC faculty. While the pandemic was a factor, respondents pointed to neglect of faculty voice and negative effects of university administration actions and decisions as playing a large role.
- To promote the current and future health of the university, UVM needs to make good on our stated commitment to diversity, equity, and inclusion and to invest in our faculty and staff on the frontlines of teaching and research activities.

Thank You!

We would like to thank the Faculty Senate for inviting us to share our survey results and recommendations and for the Senate's continuing efforts to bring faculty voices to the table and to promote the health of the university.

Questions or comments? Send to Lisa.Holmes@uvm.edu (co-facilitator for the FWC)