Chilly Climate?
Findings from the
2016 STEM
Graduate Student Survey
Ace Beorchia
Department of Sociology, Social Work, and Anthropology
Utah State University

Overview
▪ Research Puzzle
▪ Research Question
▪ Methodology
▪ Findings
▪ Discussion

Research Puzzle
The “Leaky Pipeline”
Research Puzzle

What about the grad students?

Research Question

What is the cultural climate for underrepresented graduate students in STEM at USU?

METHODOLOGY

- Online survey questionnaire – September 2016
- Response Rate = appx. 35%
- Sample; Graduate Students in STEM* at USU
  - Gender
    - Female = 62, Male = 92
  - Race/Ethnicity
    - Non-White = 33, White = 117

* College of Science, College of Engineering, College of Natural Resources, College of Agriculture and Applied Sciences
RESULTS

CLIMATE FOR WOMEN

Have you ever experienced bias/harassment/discrimination while at USU based on your sex/gender?

- Women: 37%
- Men: 8%
Women are 2x more likely than men to feel scrutinized in their department.

Perceived Mentor Support

CLIMATE FOR RACIAL/ETHNIC MINORITIES (Non-White)
Based on Citizenship Based on Race/Ethnicity

Experience of Bias, Harassment, or Discrimination at USU

- Non-White
- White

Based on Citizenship

Based on Race/Ethnicity

- 12% Non-White
- 3% White
- 24% Non-White
- 5% White

Racial/Ethnic minorities are less likely to perceive their departments as:

welcoming collegial friendly

Racial/Ethnic Minorities

18% Have ever received threats of violence while at USU
Racial/Ethnic Minorities

Financial Support

82%

Have mentors who help them secure funding

So what?!

USU Diversity Report Card 2014
<table>
<thead>
<tr>
<th>WOMEN</th>
<th>Number of T &amp; TT Women Faculty</th>
<th>Number of Women Faculty Available</th>
<th>Number of Women Faculty Short</th>
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<tbody>
<tr>
<td>College of Ag &amp; Applied Science</td>
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<td>30</td>
<td>4</td>
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<tr>
<td>College of Engineering</td>
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<td>15</td>
<td>3</td>
</tr>
<tr>
<td>Quinney College of NR</td>
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<td>17</td>
<td>5</td>
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<tr>
<td>College of Science</td>
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<table>
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<th>Number of Minority Faculty Available</th>
<th>Number of Minority Faculty Short</th>
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<td>21</td>
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<tr>
<td>College of Engineering</td>
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<tr>
<td>College of Science</td>
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</tbody>
</table>

STEM Leadership Position by Gender

- Campus-wide graduate student survey
  - Follow up with in-depth interviews
- Increase hiring/retention of minority faculty
- Increase minority representation in department leadership positions
Thank you!

ace.beorchia@aggiemail.usu.edu