Chilly Climate?
Findings from the 2016 STEM Graduate Student Survey
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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?

- 37% Women
- 8% Men

Overall, 37% of women have experienced biased/harassment/discrimination while at USU.
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

- 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

### WOMEN

<table>
<thead>
<tr>
<th>College</th>
<th>Number of T &amp; TT Women Faculty</th>
<th>Number of Women Faculty Available</th>
<th>Number of Women Faculty Short</th>
</tr>
</thead>
<tbody>
<tr>
<td>College of Ag &amp; Applied Science</td>
<td>32</td>
<td>36</td>
<td>4</td>
</tr>
<tr>
<td>College of Engineering</td>
<td>12</td>
<td>19</td>
<td>3</td>
</tr>
<tr>
<td>Quinney College of NR</td>
<td>12</td>
<td>17</td>
<td>5</td>
</tr>
<tr>
<td>College of Science</td>
<td>26</td>
<td>42</td>
<td>16</td>
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</table>

### MINORITIES

<table>
<thead>
<tr>
<th>College</th>
<th>Number of Minority T &amp; TT Faculty</th>
<th>Number of Minority Faculty Available</th>
<th>Number of Minority Faculty Short</th>
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</thead>
<tbody>
<tr>
<td>College of Ag &amp; Applied Science</td>
<td>23</td>
<td>21</td>
<td>(2)</td>
</tr>
<tr>
<td>College of Engineering</td>
<td>9</td>
<td>23</td>
<td>14</td>
</tr>
<tr>
<td>Quinney College of NR</td>
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</tr>
<tr>
<td>College of Science</td>
<td>2</td>
<td>8</td>
<td>6</td>
</tr>
</tbody>
</table>

STEM Leadership Position by Gender

- **Dean**
  - Men: 3%
  - Women: 1%
- **Executive Associate Dean**
  - Men: 1%
  - Women: 1%
- **Associate Dean**
  - Men: 4%
  - Women: 1%
- **Department Head**
  - Men: 21%
  - Women: 0%
- **Associate Department Head**
  - Men: 4%
  - Women: 0%
- **Assistant Department Head**
  - Men: 7%
  - Women: 0%
- **Graduate Director**
  - Men: 2%
  - Women: 0%
- **Undergraduate Director**
  - Men: 4%
  - Women: 1%

### RECOMMENDATIONS

- 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!

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