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?

- 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

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
### USU Diversity Report Card 2014

#### WOMEN

<table>
<thead>
<tr>
<th>College</th>
<th>1 &amp; TT Women Faculty</th>
<th>Women Faculty Available</th>
<th>Women Faculty Short</th>
</tr>
</thead>
<tbody>
<tr>
<td>College of Ag &amp; Applied Science</td>
<td>32</td>
<td>30</td>
<td>4</td>
</tr>
<tr>
<td>College of Engineering</td>
<td>12</td>
<td>15</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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</tbody>
</table>

#### MINORITIES

<table>
<thead>
<tr>
<th>College</th>
<th>Minority 1 &amp; TT Faculty</th>
<th>Minority Faculty Available</th>
<th>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>
<td>10</td>
<td>19</td>
<td>9</td>
</tr>
<tr>
<td>College of Science</td>
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<td>8</td>
<td>6</td>
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</table>

#### STEM Leadership Position by Gender

<table>
<thead>
<tr>
<th>Position</th>
<th>Men</th>
<th>Women</th>
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</thead>
<tbody>
<tr>
<td>Dean</td>
<td>3</td>
<td>1</td>
</tr>
<tr>
<td>Executive Associate Dean</td>
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<td>1</td>
</tr>
<tr>
<td>Associate Dean</td>
<td>4</td>
<td>1</td>
</tr>
<tr>
<td>Department Head</td>
<td>21</td>
<td></td>
</tr>
<tr>
<td>Associate Department Head</td>
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<td>1</td>
</tr>
<tr>
<td>Assistant Department Head</td>
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<td>1</td>
</tr>
<tr>
<td>Graduate Director</td>
<td>2</td>
<td>4</td>
</tr>
<tr>
<td>Undergraduate Director</td>
<td>4</td>
<td>1</td>
</tr>
</tbody>
</table>

#### 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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