

FACULTY CLIMATE, GENDER AND STUDENT OUTCOMES

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ABSTRACT

This study explores how faculty gender differences relate to job satisfaction. The results from a faculty climate survey conducted in 2016-17 with 146 responses show a few areas of potential concern for female faculty. The concerns ranged from level of influence on departmental decision-making to female faculty not receiving the same support as male faculty to disparity in compensation to feeling free to express their opinion without fear of reprisal. Prior research has found gender-based wage differentials affects perception of the institution, stress level, global satisfaction and intent to stay in academe. Other prior research finds a relationship between faculty climate and students. For example, the mean scores of depression and negative campus climate perceptions are compared between Asian American students and other students and the differences are statistically significant. These results are examined to test the significance of the differences between these scores and a model will be developed linking these items to measures of overall satisfaction providing further insights into what influences faculty job satisfaction.