

ADVANCE: Equity Action Workshop #1 - Valian

Survey Questions:	Pre-Survey (N = 83)										Post-Survey (N = 74)										Pre-Survey	Post-Survey						
	SA		AS		N		DS		SD		SA		AS		N		DS		SD				DK		NA			
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	% SA/AS	%SA/AS		
2.1 I believe that women faculty are treated fairly throughout the promotion process.	37	44.6	28	33.7	8	9.6	9	10.8	1	1.2	23	31.1	19	25.7	6	8.1	18	24.3	6	8.1	2	2.7	0	0.0	78.3	56.8		
2.2 I believe women are treated fairly in the granting of tenure.	37	44.6	27	32.5	11	13.3	7	8.4	1	1.2	26	35.1	17	23.0	6	8.1	16	21.6	6	8.1	3	4.1	0	0.0	77.1	58.1		
2.3 If women faculty would only work harder, they would be promoted just like their male counterparts.	4	4.8	3	3.6	19	22.9	17	20.5	40	48.2	0	0.0	4	5.4	4	5.4	13	17.6	42	56.8	1	1.4	10	13.5	8.4	5.4		
2.4 Men tend to be the norm against which women are measured.	13	15.7	23	27.7	20	24.1	17	20.5	10	12.0	13	17.6	23	31.1	14	18.9	9	12.2	11	14.9	1	1.4	3	4.1	43.4	48.7		
2.5 People in general respond negatively to women's attempts to be assertive.	9	10.8	21	25.3	24	28.9	20	24.1	9	10.8	10	13.5	31	41.9	17	23.0	6	8.1	9	12.2	0	0.0	1	1.4	36.1	55.4		
2.6 At almost every point in their teaching and research careers, women earn less money than men.	13	15.7	25	30.1	26	31.3	12	14.5	7	8.4	14	18.9	29	39.2	7	9.5	9	12.2	4	5.4	10	13.5	1	1.4	45.8	58.1		
2.7 Women advance their careers more slowly than men.	7	8.4	23	27.7	26	31.1	21	25.3	6	7.2	15	20.3	29	39.2	11	14.9	8	10.8	5	6.8	5	6.8	1	1.4	36.1	59.5		
2.8 Women are provided fewer opportunities than men to advance their career.	11	13.3	17	20.5	21	25.3	18	21.7	16	19.3	7	9.5	21	28.4	13	17.6	14	18.9	14	18.9	4	5.4	1	1.4	33.8	37.9		
2.9 The experiences, education, and abilities of women faculty are valued less than those of their male counterparts in the same departments.	5	6.0	12	14.5	14	16.9	21	25.3	31	37.3	7	9.5	14	18.9	9	12.2	17	23.0	22	29.7	4	5.4	1	1.4	20.5	28.4		
2.10 The Equity Action Workshop will stimulate my thinking about gender issues related to professional development.	12	14.5	34	41.0	29	34.9	5	6.0	3	3.6	25	33.8	26	35.1	7	9.5	4	5.4	3	4.1	1	1.4	8	10.8	55.5	68.9		
2.11 The Equity Action Workshop will provide information that will help me better understand how subtle biases work against	14	16.9	32	38.6	29	34.9	7	8.4	1	1.2	20	27.0	27	36.5	10	13.5	2	2.7	5	6.8	0	0.0	10	13.5	55.5	63.5		
2.12 My attendance at the Equity Action Workshop is important and necessary.	22	26.5	19	22.9	31	37.3	4	4.8	7	8.4	21	28.4	19	25.7	12	16.2	4	5.4	8	10.8	1	1.4	9	12.2	49.4	54.1		
	Response 1		Response 2		Response 3		Response 4		NR		Response 1		Response 2		Response 3		Response 4		NR						Correct Response %	Pre-Survey	Post-Survey	
3.0 Gender roles refer to: (Correct Response 1)	12	14.5	5	6.0	65	78.3	0	0.0	1	1.2	11	14.9	7	9.5	56	75.7	0	0.0	0	0.0	0	0.0	0	0.0	#1	14.5	14.9	
4.0 Gender is used to: (Correct Response 4)	23	27.7	4	4.8	1	1.2	54	65.1	1	1.2	25	33.8	8	10.8	3	4.1	37	50.0	1	1.4					#4	65.1	50.0	
5.0 Gender schemas: (Correct Response 3)	8	9.6	4	4.8	65	78.3	4	4.8	2	2.4	5	6.8	2	2.7	66	89.2	0	0.0	1	1.4					#3	78.3	89.2	
	Male		Female		NR						Male		Female		NR													
6.0 Gender	N	%	N	%	N	%					N	%	N	%	N	%												
	63	75.9	17	20.5	3	3.6					56	75.7	17	23.0	1	1.4												
	Tenured		Tenure Earning		Non-Tenure Track		NR				Tenured		Tenure Earning		Non-Tenure Track		NR											
7.0 What is your tenure status?	N	%	N	%	N	%	N	%			N	%	N	%	N	%	N	%										
	64	77.1	13	15.7	2	2.4	4	4.8			59	79.7	13	17.6	1	1.4	1	1.4										