

ADVANCE: Equity Action Workshop Pre-Survey - Valian													
Survey Questions:		SA		AS		N		DS		SD		NR	
		N	%	N	%	N	%	N	%	N	%	N	%
2.1	I believe that women faculty are treated fairly throughout the promotion process.	37.0	44.6	28.0	33.7	8.0	9.6	9.0	10.8	1.0	1.2	0.0	0.0
2.2	I believe women are treated fairly in the granting of tenure.	37.0	44.6	27.0	32.5	11.0	13.3	7.0	8.4	1.0	1.2	0.0	0.0
2.3	If women faculty would only work harder, they would be promoted just like their male counterparts.	4.0	4.8	3.0	3.6	19.0	22.9	17.0	20.5	40.0	48.2	0.0	0.0
2.4	Men tend to be the norm against which women are measured.	13.0	15.7	23.0	27.7	20.0	24.1	17.0	20.5	10.0	12.0	0.0	0.0
2.5	People in general respond negatively to women's attempts to be assertive.	9.0	10.8	21.0	25.3	24.0	28.9	20.0	24.1	9.0	10.8	0.0	0.0
2.6	At almost every point in their teaching and research careers, women earn less money than men.	13.0	15.7	25.0	30.1	26.0	31.3	12.0	14.5	7.0	8.4	0.0	0.0
2.7	Women advance their careers more slowly than men.	7.0	8.4	23.0	27.7	26.0	31.1	21.0	25.3	6.0	7.2	0.0	0.0
2.8	Women are provided fewer opportunities than men to advance their career.	11.0	13.3	17.0	20.5	21.0	25.3	18.0	21.7	16.0	19.3	0.0	0.0
2.9	The experiences, education, and abilities of women faculty are valued less than those of their male counterparts in the same departments.	5.0	6.0	12.0	14.5	14.0	16.9	21.0	25.3	31.0	37.3	0.0	0.0
2.10	The Equality Action Workshop will stimulate my thinking about gender issues related to professional development.	12.0	14.5	34.0	41.0	29.0	34.9	5.0	6.0	3.0	3.6	0.0	0.0
2.11	The Equality Action Workshop will provide information that will help me better understand how subtle biases work	14.0	16.9	32.0	38.6	29.0	34.9	7.0	8.4	1.0	1.2	0.0	0.0
2.12	My attendance at the Equity Action Workshop is important and necessary.	22.0	26.5	19.0	22.9	31.0	37.3	4.0	4.8	7.0	8.4	0.0	0.0
		Response 1		Response 2		Response 3		Response 4				NR	
		N	%	N	%	N	%	N	%			N	%
3.0	Gender roles refer to:	12.0	14.5	5.0	6.0	65.0	78.3	0.0	0.0			1.0	1.2
4.0	Gender is used to:	23.0	27.7	4.0	4.8	1.0	1.2	54.0	65.1			1.0	1.2
5.0	Gender schemas:	8.0	9.6	4.0	4.8	65.0	78.3	4.0	4.8			2.0	2.4
		Male		Female								NR	
		N	%	N	%							N	%
6.0	Gender	63.0	75.9	17.0	20.5							3.0	3.6
		Tenured		Tenure Earning		Non-Tenure Track						NR	
												N	%

7.0	What is your tenure status?	64.0	77.1	13.0	15.7	2.0	2.4			4.0	4.8
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