THE POWER OF PERCEIVED FAIRNESS, COLLEGIALITY, AND COLLABORATION

1. When people feel disrespect it impairs their performance

   a. Women generally note more perceived barriers to satisfaction
      i. Akin-Little et al. (2004) surveyed 128 female psychology faculty regarding their
         perception of experiencing the following:
            1. Condescending attitude 83%
            2. Discrimination 69%
            3. Inappropriate language 28%
            4. Inappropriate touching 21%

   b. Other studies show that women and ethnic minorities who perceive discrimination also
      report lower levels of well being (Branscombe et al., 1999; Klonoff et al., 2000)

2. Power of Inclusion

   a. Informal social networks found to exclude women reducing information and other support for
      advancement (Moore & Sagaria, 1993; Rowe, 1990; Sonnert & Holton, 1995; Trower, 2001)

3. What do you do about it?

   a. Ensure housekeeping tasks (teaching, advising, & committee work) are assigned equitably and
      transparently among faculty

   b. Ensure resources are assigned equitably and transparently among faculty

   c. Integrate all faculty into informal social networks
      i. create opportunities during work hours for interactions
      ii. start a biweekly coffee break for faculty, staff and students
      iii. emphasize workday meeting times and locations
      iv. promote workday meeting times and locations for coursework and student training