

# ADVANCE

EXCELLENCE | EQUITY | DIVERSITY

## 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