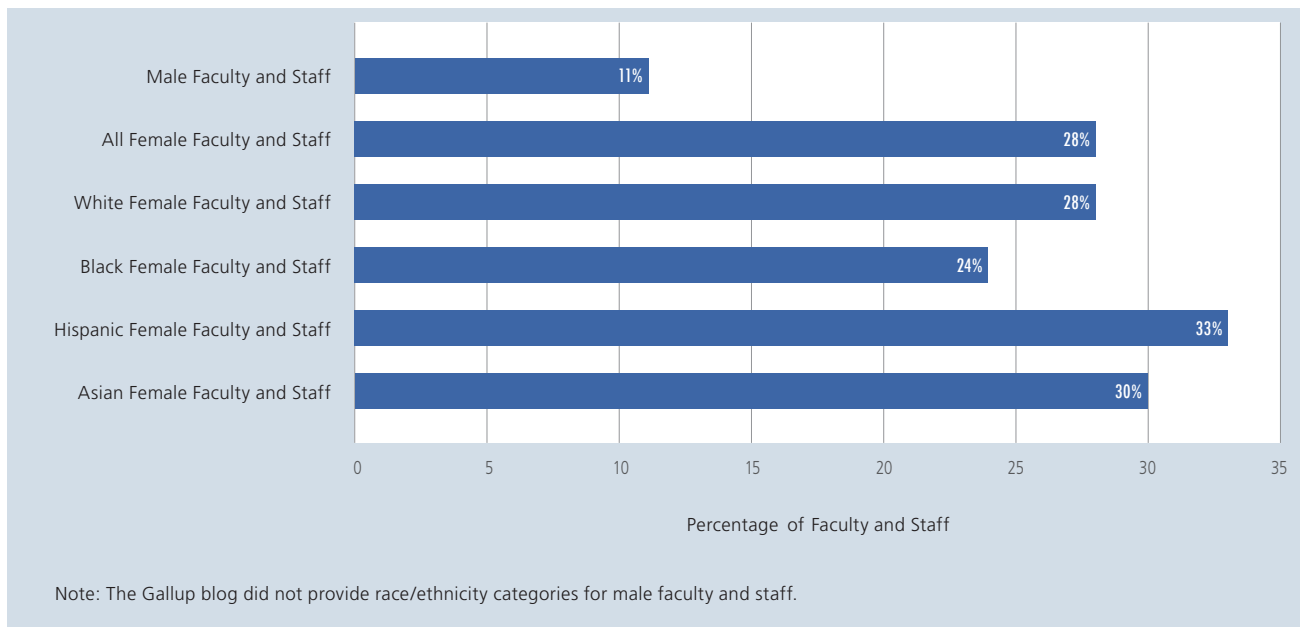


ADVANCEMENT IN ACADEMIA, BY GENDER AND RACE/ETHNICITY

In March 2022, Gallup shared results from its Faculty and Staff Study in a blog titled “28% of Women in Academia Say Gender Limits Their Advancement.” Findings are based on surveys conducted in October 2021, and respondents included 10,594 U.S. faculty and staff at two- and four-year Title IV degree-granting institutions.

When asked “have you ever felt you were passed over for a promotion or opportunity at work because of your gender, or not?” 28 percent of all female faculty and staff respondents reported that they had been passed over, compared with 11 percent of male faculty and staff. As illustrated in the chart below, Hispanic (33 percent) and Asian (30 percent) female faculty and staff were more likely to report feeling passed over than their peers.

Faculty and Staff Who Have Felt Passed Over for a Promotion or Work Opportunity Due to Their Gender, by Gender and Race/Ethnicity, in Percent



Results also reveal that 32 percent of all male faculty and staff strongly agreed with the statement “I have the same opportunities for advancement as other employees at my institution with similar experience and performance levels,” while 23 percent of all female faculty and staff strongly agreed. Black (15 percent), Asian (16 percent), and Hispanic (18 percent) female faculty and staff were less likely to strongly agree with this statement.

Faculty and Staff Who Strongly Agree They Have the Same Opportunities for Advancement as Others at Their Institution, by Gender and Race/Ethnicity, in Percent

