

The Impact of Geographical Region on Faculty Perceptions of College Climate Regarding DEIA



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BACKGROUND

- The faculty perception of college climate (FPCC) scale has been recently validated in college of pharmacy faculty to determine faculty's perception of their institution's diversity, equity, inclusion, and antiracism (DEIA) efforts.
- Contemporary DEIA efforts have defunded or disbanded by state-level legislation in some states and historical regional status quo lead some to believe that there may be regional themes regarding perceptions of DEIA climate.

METHODS

- College of pharmacy faculty from the American Association of Colleges of Pharmacy listserv were surveyed in late 2022 to early 2023.
- Faculty were asked to answer questions regarding their perceptions of their college's DEIA climate.
- The data was analyzed via IBM SPSS® version 29.0.1.0 using an independent-samples Kruskal-Wallis test and descriptive statistics.

Footnotes

West – AK, CA, HI, OR, WA
Midwest – IL, IN, IO, KS, MI, MN, MO, NE, ND, OH, SD, WI
South – AL, AR, DE, DC, FL, GA, KY, LA, MA, MS, NC, PR, OK, SC, TN, TX, VA, WV
NE – CT, ME, MA, NH, NJ, NY, PA, RI, VT
OCUS, outside continental United States; FPCC, Faculty Perception of College Culture; PRNL, preferred response not listed
* p < .05, *** p < .001

Table 1. Faculty respondent demographics

	n = 877
Gender	p = .335
Female	514 (58.6)
Male	344 (39.2)
Non-binary/third gender	2 (0.2)
PRNL	17 (1.9)
Race***	p < .001
Black	62 (7.1)
Native American or Alaskan	12 (1.4)
Asian	128 (14.6)
Pacific Islander	2 (0.2)
White	624 (71.2)
PRNL	48 (5.5)
Faculty track	p = .895
Clinical	392 (44.7)
Instructional	140 (16.0)
Research	221 (25.2)
Not applicable	124 (14.1)
Tenure status***	p < .001
Non-tenure eligible, not offered	114 (13.0)
Non-tenure eligible, offered	347 (39.6)
Tenure eligible, not yet tenured	97 (11.1)
Tenured	291 (33.2)
Not applicable	28 (3.2)
Academic rank***	p < .001
Adjunct professor	9 (1.0)
Lecturer	12 (1.4)
Librarian	1 (0.1)
Assistant professor	280 (31.9)
Associate professor	302 (34.4)
Professor	273 (31.1)
Academic department	p = .686
Outcomes/Policy/Economics	43 (4.9)
Pharmacy Practice	550 (62.7)
Pharmacy Sciences	226 (25.8)
Other	58 (6.6)

RESULTS

Figure 1. Domain mean and overall mean scores by region

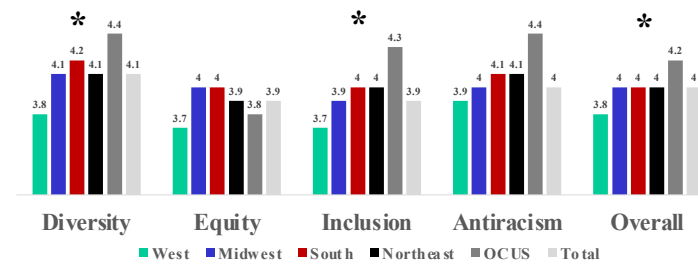
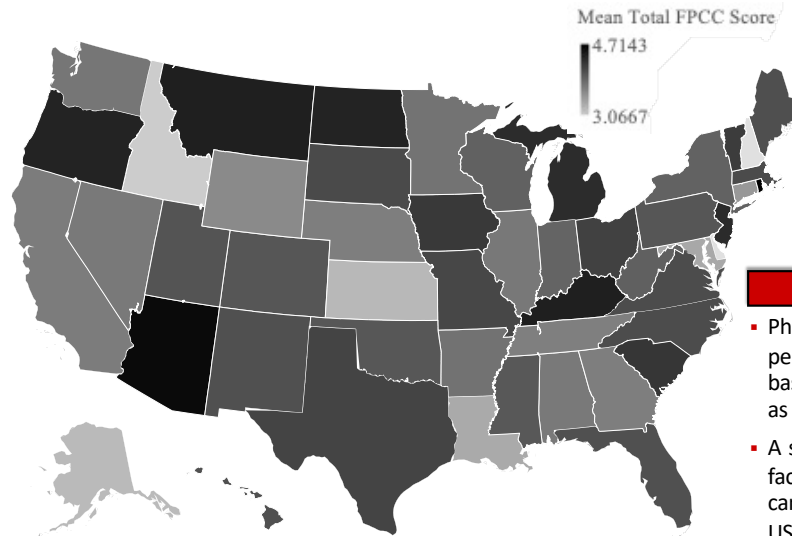


Figure 2. United States map representation sans OCUS



Results, continued

- Of the pharmacy faculty that responded (n=846), most were from the "South" region.
- The "West" region had the lowest scores for each domain and overall.
- The responses revealed that the mean diversity domain score (p=.012), the mean inclusion domain score (p=.031), and the overall mean score (p=.027) varied based on US region.



CONCLUSION

- Pharmacy faculty showed varying perceptions of their college climate based on geographical region, especially as it relates to diversity and inclusion.
- A study that can enroll large numbers of faculty in similar-sized regional groups can reveal more information regarding US geographical region's relationship with perception of DEIA efforts at one's institution.