

Table 29. Faculty Attitudes about Work-Related Issues by Gender Identity, Racial Identity, Disability Status, and Sexual Identity

Issues	Strongly agree		Agree		Disagree		Strongly disagree	
	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
People who do not have children are burdened with work responsibilities beyond those who do have children.								
Sexual identity ^{xxix}	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
Heterosexual	< 5	---	8	10.4	38	49.4	29	37.7
LGBQ	< 5	---	< 5	---	5	38.5	< 5	---
Faculty members in my department who use family accommodation (FMLA) policies are disadvantaged in promotion/tenure (e.g., child care, elder care).								
Racial identity ^{xxx}	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
White	< 5	---	< 5	---	45	66.2	21	30.9
Person of Color	< 5	---	< 5	---	< 5	---	5	50.0

Note: Table includes Faculty and responses (*n* = 108) only.

More than twenty-five Faculty respondents elaborated on specific statements related to how they feel regarding select aspects of their experience at Swarthmore. One major theme emerged from the data and is presented below with supporting quotations highlighting commonly cited examples of how respondents felt they experienced this aspect of the community.

Salaries. Nearly half of all respondents drew particular attention to their salaries at Swarthmore. Several respondents noted that they felt their salaries were, in some regard, competitive. Respondents wrote, “My visiting assistant professor salary is competitive,” “overall salaries are competitive,” and “Salaries are competitive [in] some fields and not in others.” However, while some Faculty respondents were pleased with their salary, others felt concerned by their level of compensation. One respondent shared, “I find my salary to be woefully sad given what I could make in industry. I also feel I was lied to during the negotiating process for my position when I tried to negotiate a higher starting salary.” Another respondent added that they felt salaries should be reevaluated upon reaching certain milestones, such as tenure. Specifically this respondent wrote, “There should be a competitive salary increase upon receipt of tenure.”

Table B77. Respondents with disabilities only: Within the past year, have you experienced a barrier in any of the following areas at Swarthmore? (Question 89)

	Yes		No		Not applicable	
	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
Facilities						
Athletic facilities	8	5.8	42	30.7	87	63.5
Classroom buildings	13	9.9	45	34.4	73	55.7
Classrooms, labs	12	9.5	40	31.7	74	58.7
College housing	18	14.4	36	28.8	71	56.8
Computer labs	< 5	---	46	37.7	73	59.8
Dining facilities	20	16.4	38	31.1	64	52.5
Doors	13	10.7	45	36.9	64	52.5
Elevators/lifts	8	6.6	48	39.3	66	54.1
Emergency preparedness	12	9.8	46	37.7	64	52.5
Health & Wellness Center	15	12.3	41	33.6	66	54.1
On-campus transportation/parking	12	9.8	43	35.0	68	55.3
Other campus buildings	8	6.6	47	38.8	66	54.5
Podium	< 5	---	44	36.4	74	61.2
Recreational facilities	8	6.7	43	35.8	69	57.5
Restrooms	10	8.1	48	40.0	62	51.7
Studios/performing arts spaces	< 5	---	45	37.8	70	58.8
The Matchbox	5	4.2	43	36.1	71	59.7
Walkways/pedestrian paths/crosswalks	10	8.3	46	38.3	64	53.3
Worth Health Center	15	12.5	40	33.3	65	54.2
Technology/online environment						
Accessible electronic format	5	4.7	36	33.6	66	61.7
Alcohol.edu	< 5	---	25	23.4	80	74.8
ATM machines	9	8.4	28	26.2	70	65.4
Availability of FM listening systems	< 5	---	26	24.3	79	73.8
Clickers	< 5	---	30	28.3	75	70.8
Course management system	< 5	---	29	27.4	75	70.8
Closed captioning at athletic events	< 5	---	22	20.6	83	77.6
E-curriculum (curriculum software)	< 5	---	30	28.6	74	70.5
Electronic forms	< 5	---	34	32.1	70	66.0
Electronic signature	< 5	---	33	31.1	72	67.9
Electronic surveys (including this one)	< 5	---	37	34.9	67	63.2
Kiosks	< 5	---	33	31.1	72	67.9