

## THE POWER OF PERCEIVED FAIRNESS, COLLEGIALITY AND COLLABORATION

### 1. *When people feel disrespect it impairs their performance*

- n. 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%
  - o. 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*

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

### 3. *What do you do about it?*

- q. Ensure housekeeping tasks (teaching, advising, & committee work) are assigned equitably and transparently among faculty
- r. Ensure resources are assigned equitably and transparently among faculty
- s. 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