Barriers to Grants Activity Among Social Scientists: Results of a Faculty Survey Across Institutional Types

Abstract
This poster describes a study conducted in California with 300 social and behavioral science faculty members from a range of public universities, including research-intensive, primarily undergraduate institutions (PUIs), and minority-serving institutions (MSIs). The results reveal both general barriers to grant-seeking activity as well as how these barriers are mediated by the intersectional identities of faculty members.

Research Goals
- Characterize research at HSIs across various institutional types
- Understand challenges, barriers, and opportunities for research activity
- Assess demographic differences in grant activity and perception of challenges and opportunities

Methods
The survey was distributed in 2022 to all social science faculty at 10 University of California and 23 California State University institutions. All faculty in the sampling frame were invited by email to complete an online questionnaire with both closed and open-ended questions.

Participants

<table>
<thead>
<tr>
<th>Faculty Rank</th>
<th>Gender</th>
<th>Race/Ethnicity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full Professor</td>
<td>Male</td>
<td>White</td>
</tr>
<tr>
<td>Assistant Professor</td>
<td>Female</td>
<td>African American</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>Male</td>
<td>Asian-Pacific Islander</td>
</tr>
<tr>
<td>Instructor</td>
<td>Female</td>
<td>Latinx</td>
</tr>
</tbody>
</table>

Differences by Race/Ethnicity

<table>
<thead>
<tr>
<th>Group</th>
<th>Non-white Faculty</th>
<th>White Faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td>White Faculty</td>
<td>32.40%</td>
<td>23.60%</td>
</tr>
</tbody>
</table>

Differences by Sexuality

<table>
<thead>
<tr>
<th>Group</th>
<th>Queer Faculty</th>
<th>Straight Faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td>Queer Faculty</td>
<td>19.20%</td>
<td>38.70%</td>
</tr>
</tbody>
</table>

Differences by Gender

<table>
<thead>
<tr>
<th>Group</th>
<th>Access to prof. development for grants</th>
<th>Campus Support for Grant Budgets</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men</td>
<td>100%</td>
<td>70.50%</td>
</tr>
<tr>
<td>Women</td>
<td>57%</td>
<td>45.10%</td>
</tr>
</tbody>
</table>

Findings

- Only ≈30% of CSU/UC Social Sciences faculty respondents report confidence about campus research office support
- Only ≈30% of CSU/UC Social Sciences faculty respondents believe academic leaders are helpful with grant-seeking
- ≈43% of tenured CSU Social Sciences faculty participants who previously pursued grants, no longer do so - need to understand why
- General barriers to grant-seeking:
  - administrative obstacles
  - lack of time
  - lack of resources
  - lack of grant writing knowledge
- CSU/UC Social Sciences faculty from underrepresented groups report less access to grant-seeking resources
  - Non-White
  - Queer
  - Women

Recommendations:

- Expand awareness of research office services and expertise
  - consider new modes of communication to faculty from underrepresented groups
- Create inclusive policies and practices in the research office:
  - ask questions about current practices
  - reflect on the need for changes
  - train staff
  - understand faculty perception of services and resources
- Develop programs to provide targeted support for tenured faculty
- Facilitate partnerships between research development professionals and academic leaders to coordinate a dialogue about the benefits of grant-seeking for faculty:
  - course release time, summer pay, conference travel support
  - increased job satisfaction and field recognition
  - more time and data to produce publications
- Increased prestige for institution

The University of California (UC) System is the land grant system of CA. It is comprised of ten research intensive, doctoral degree-granting institutions. The California State University (CSU) System is comprised of 23 institutions that primarily provide undergraduate and graduate instruction through the Master’s degree and conduct applied research in support of its mission.