

What is Inclusive Academic Climate?

Fair treatment, decision-making power, integration of diverse experiences

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Professional Scholarly Inclusion

My scholarship is respected & valued in my field.
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Department Diversity Climate

I belong in my department; it includes & supports individuals from all backgrounds & with a wide range of beliefs.
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Psychological Safety & Intragroup Conflict

I can ask for help & take risks; group conflicts are well-managed.

How Inclusive Academic Climates may affect Career Outcomes:
Less inclusive climates signal lack of fit with chosen profession & discipline, which can undermine engagement and job satisfaction.

Longitudinal Survey Measuring Climate & Career Outcomes

1,355

Early-Career Scholars
94 Universities
2021 & 2024



1,127

PhD Students

102

Postdocs

108

Assistant Professors

Scholars with less inclusive climates had worse outcomes:

2021

2024



Lower Professional Scholarly Inclusion



Lower job satisfaction



Chillier Department Diversity Climate



Higher turnover intentions & leaving academia



304 (22%) scholars working in a non-academic sector 2024

Leaving academia was associated with better mental health

Controlling for 2021 outcomes, career stage, field, & institutional prestige

Challenge Areas

- High attrition rate (~60%) between data collection waves (2021-2024)
- Low recruitment of early-career scholars across demographic categories