



2022 Biennial Demographic Survey Executive Summary

As a membership organization that supports the work of the thousands of professionals in the technology transfer industry, AUTM is committed to fostering diversity and inclusion within the profession.

Diversity, as AUTM defines it, encompasses, but is not limited to, race, ethnicity, religion, national origin, ancestry, sex, gender identity, age, ability, military and veteran status, socioeconomic status, marital and familial status, and sexual orientation.

AUTM's 2022 Demographic Survey of Technology Transfer Professionals was conducted to gain a better understanding of the diversity of not just the Association's Membership, but the tech transfer field. This survey was shared globally via technology transfer organizations.

The Survey was completed in a confidential and anonymous manner to protect the personal information of the 477 respondents. No individual contact information was collected, and the survey results are aggregated to safeguard privacy. Standard AUTM privacy policies were applied to all facets of the survey.

In the survey, specific terminology was used to classify certain identifiers or groups. This includes:

- Race: A group of people having the same or similar inherited physical or social characteristics.
- Ethnicity: Derives from the origin of a person relative to a similar social group based on shared culture and historical experiences.
- Racial and Ethnic Identity: An individual's awareness and experience in being a member of specific racial and ethnic groups.
- Gender Identity: An inner sense of oneself as man, woman, masculine, feminine, neither, both, or moving around freely between or outside of the gender binary.
- Gender Pronouns: How a person chooses to publicly express their gender using a pronoun.

RESULTS

The Survey was designed with three goals in mind: Establish a baseline for the demographics of AUTM's Membership and the tech transfer profession, assess the perceived career impacts of individual's specific demographics, and inform AUTM EDI strategy. Each of these goals relates to our current understanding of equity, diversity, and inclusion in tech transfer, and also provides a foundation for future assessments. Additionally of note – the 2022 Survey findings were consistent with those of AUTM's 2020 beta Survey, which included data from 297 respondents. This consistency strengthens the credibility of the reported findings and supports the use of a similar approach for future surveys.

Key findings

- More men than women report being in leadership positions (36% vs. 20%).

- According to the self-reported data, a greater proportion of non-white respondents (39%) than white respondents (25%) reported being in the profession less than five years.
- 28% of respondents reported that their demographics had negatively impacted their career trajectory.

Goal 1: Establish a Baseline

The first goal of the 2022 Survey was to establish baseline demographics for the tech transfer community including gender; lesbian, gay, bisexual, transgender, queer and/or questioning, intersex, asexual/aromantic/agender (LGBTQIA+) identification and race/ethnicity. Being able to compare and assess these findings with those of future surveys will allow AUTM to better serve the technology transfer community and those who work within it.

Overall, the demographics reported in the 2022 Survey were consistent with those reported in the 2020 Survey. The race/ethnicity breakdowns for both AUTM Surveys were also generally in line with data reported by other professions. Percentages of Black and Hispanic respondents were similar for professors and lawyers, and percentages of Asian respondents were similar for professors. The percentages of respondents identifying as LGBTQIA+ in both AUTM Surveys were also generally consistent with US population estimates.

LGBTQIA Self-Identification

	2020	2022
LGBTQIA+	9.30%	8.75%
Non-LGBTQIA+	89.15%	88.86%
Prefer Not to Answer	1.55%	2.39%

Note: 377 Total Responses. These data are largely in line with population-level estimates of this community in the US (1 in 10 to 1 in 5 depending on question phrasing and age).

However, some AUTM Survey findings diverged from those of comparison groups. Both the 2020 and 2022 Surveys had more female participants than male (57% and 58% women, respectively), whereas AUTM data shows that 55% of its Association Members are male. (See footnotes in the Gender and Pronouns table for more information about AUTM Membership gender data.)



Gender and Pronouns

	AUTM Data			Comparative Data	
	2020	2022	AUTM	Lawyer*	Entrepreneur**
Male	40.47%	40.64%	55.35%	64%	80%
Female	58.37%	56.68%	44.65%	36%	20%

Note: 374 total responses for 2022. 2.67% of respondents responded with third gender/non-binary, other, or preferred not to answer. 1.08% identified as Transgender. Percentages in 2022 were within 2 percentages points of 2020 percentages. "AUTM" percentages reflect the 1225 AUTM members (Of 2069) that responded to gender pronoun question as part of registration.

Note: Of 373 respondents, 30.83% indicated that they used "he/him" pronouns (2020: 38.5%) while 47.18% indicated they used she/her pronouns (2020: 57%). Of the remaining 22%, 17.69% responded that they "[d]o not use gender pronouns", while the remaining 4.31% indicated they preferred not to answer or used other pronouns (2020: 3.4%).

* Source: MyCase ABA 2019 Report

**Source: NBER Working Papers Series; Demographics and Entrepreneurship

Additionally, AUTM Survey percentages for Black, Hispanic/Latino and Asian respondents differ from corresponding data for the US population.

Comparing Race and Ethnicity

	AUTM Data			Comparative Data			
	2020	2022	Professor*	Biology Professor**	Chemistry Professor**	Lawyer^	Entrepreneur^^
White	68.09%	72.93%	75%	83%	82%	85%	82.5%
Non-White	31.91%	27.07%	25%	17%	18%	15%	17.5%
<i>NW: Black</i>	6.74%	4.01%	6%	1%	1%	5%	-
<i>NW: Hispanic</i>	4.61%	6.52%	6%	3%	3%	5%	-
<i>NW: Asian</i>	10.99%	9.27%	12%	13%	14%	3%	-
<i>NW: Other</i>	-	7.27%	-	-	-	-	-

US Population#: White 76.3% (White/Non-Hispanic 60.1%), 13.4% Black, 18.5% Hispanic/Latino, Asian 5.9%, Two+ 2.9%
 Note: 399 Responses. Percentages in 2022 were within 4 percentages points of 2020 percentages.

*National Center for Education Statistics; Race/ethnicity of college faculty

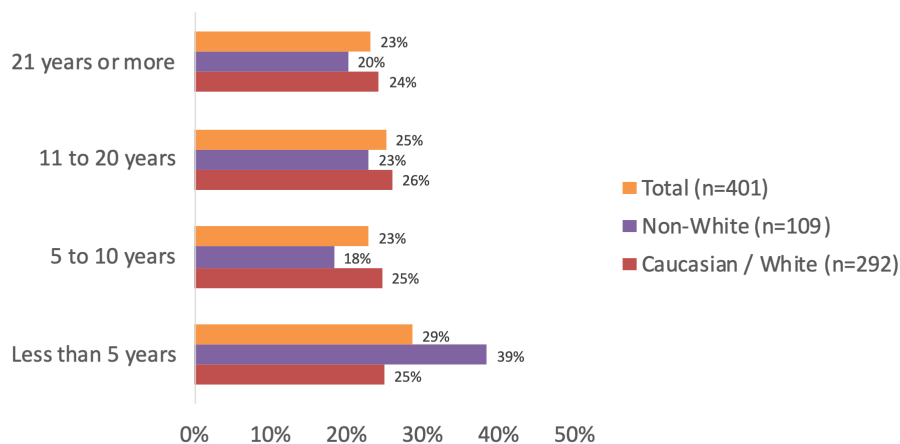
**Brookings Institute; Examining faculty diversity at America's top public universities

^MyCase; ABA 2019 Report | ^^NBER Working Papers Series; Demographics and Entrepreneurship | #US Census Quick Facts

The Survey also showed that non-white respondents were more likely than white respondents to have been in the technology transfer profession fewer than five years. This aspect of the Survey population provides context for some of the findings related to professional success, which are discussed in the next section. For example, individuals who have been in the tech transfer field for only a short time might have had fewer opportunities for advancement than those whose tech transfer careers have

lasted two decades or more. In addition, younger respondents may be better able to identify barriers to EDI than their older counterparts. However, fewer years in tech transfer does not necessarily suggest youth, as many people spend time in other fields before joining the tech transfer profession.

Length of Time in TT (Broken Out by Race/Ethnicity)



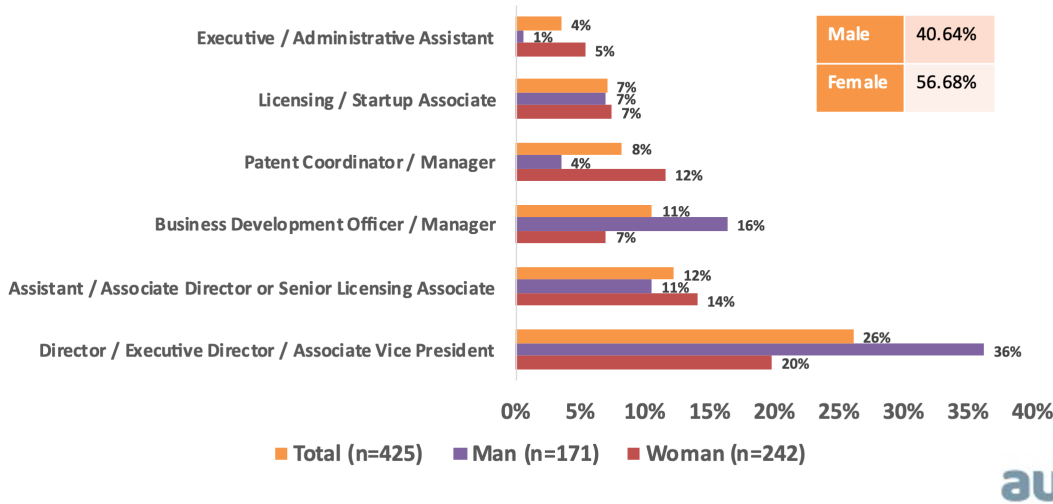
A noted limitation of the 2020 Survey: although 16% of AUTM’s Members are based outside the US, only 11 of the 297 2020 respondents (3.7%) were international. Broadening data collection channels for the 2022 Survey resulted in 67 non-US respondents out of the 477 total participants (14%); the corresponding AUTM Membership percentage is 19.4%, indicating that the Survey respondent population was closer to reflecting AUTM Membership and other tech transfer organizations in 2022 than in 2020.

Goal 2: Assess Career Impacts

The second goal of the 2022 Survey was to assess the perceived impact of demographics on the careers of technology transfer professionals, including connections between demographics and professional titles as well as the extent to which survey respondents believed their demographics had impacted their careers. Tracking these perceptions in future surveys will be useful for determining whether current EDI initiatives lead to meaningful changes.

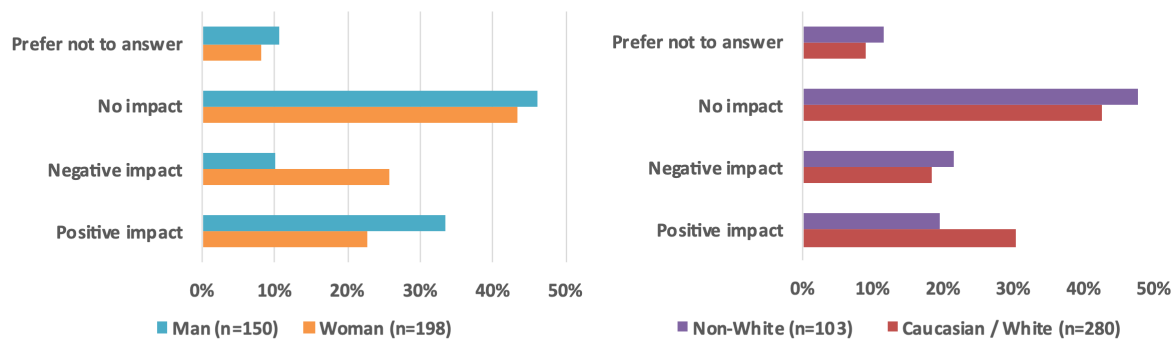
When asked about their professional titles in the 2022 Survey, more men than women reported being in leadership positions (36% vs 20%). Women were more likely than men to have a position as an executive assistant (5% vs 1%). The 2022 findings related to job titles are generally consistent with those of the 2020 Survey.

Top 6 Titles (Broken Out by Gender)



A new question in the 2022 Survey asked respondents how their demographics had affected their career success.

How have your demographics impacted your career success?

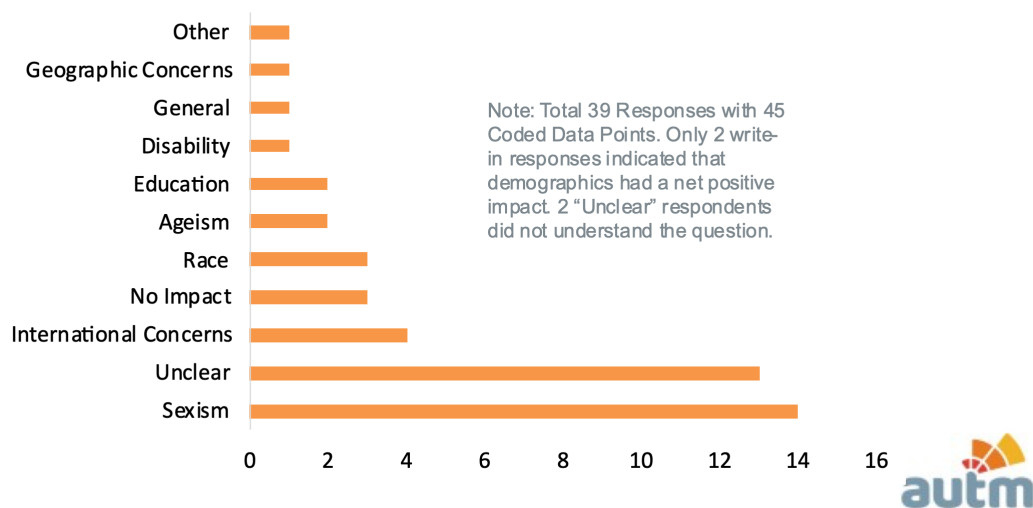


Overall, 44% of respondents reported no impact on their career trajectory, while 28% reported a negative career impact. Data trends suggest that men were more likely than women to feel their

demographics positively affected their career. And white respondents were more likely than their non-white counterparts to feel that their demographics positively affected their careers.

When respondents were asked to specify, as a write-in response, how their demographics had impacted their career success, sexism was mentioned more often (14 times in the 39 responses) than any other type of discrimination.

How have your demographics impacted your career success?



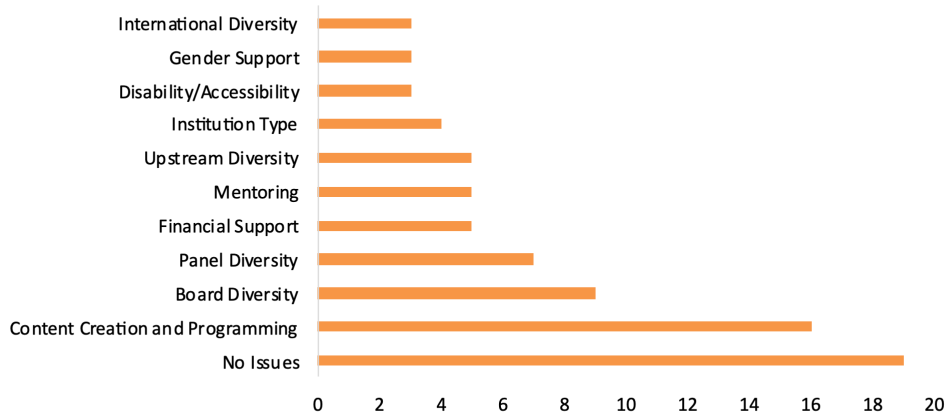
Other responses included international concerns, racism, ageism, and level of education. Because of the small number of responses and the challenges associated with free-form responses (see section on Strengths and Limitations), the significance of these findings is not clear, but they can be informative when considered in the context of other Survey data.

Goal 3: Inform EDI Strategy

The third goal of the 2022 Survey was to collect feedback that would inform AUTM's organizational strategy in its efforts to support equity, diversity, and inclusion in the tech transfer profession. Although this type of feedback is more difficult to quantify, future surveys will provide a sense of how the community's EDI-related priorities are evolving, and the impact of specific initiatives implemented by AUTM.

Responses to questions about how well AUTM embraces diversity and inclusion were generally positive and consistent with 2020 Survey responses, as were the 93 write-in responses about specific areas where AUTM could enhance its commitment to diversity and inclusion.

What could AUTM do to enhance its commitment to diversity and inclusion?



Note: Total 93 Responses (81 from Self-identified AUTM Members) with 104 Coded Data Points. 16 Responses Indicated Disaffection with AUTM EDI Efforts.



In both Surveys, AUTM Board diversity and AUTM Meeting and course panel diversity were cited frequently as areas for improvement. In addition, 16 of the 2022 Survey responses mentioned content creation and programming. Mentoring and financial support were also suggested as areas for exploration.

As with the previous questions on career impact, the nature of free-response questions and the small sample size present challenges in determining the statistical significance of these findings, but they do add value to the Survey and to broader conversations about AUTM’s strategic approach to EDI.

SURVEY STRENGTHS AND LIMITATIONS

The many consistencies between the 2020 Survey and the 2022 Survey represent a strength. The consistencies suggest that these findings provide a reasonable baseline against which to measure the results of future surveys. Another strength is that data collection for the 2022 Survey went outside AUTM Membership to better reflect the technology transfer community as a whole—a strategy that resulted in a sixfold increase in non-US respondents (which still accounted for just 14% of the Survey population). It will be important for future Surveys to track any additional demographic shifts in the respondent population and account for those shifts when analyzing the results.

This Survey also has limitations. As with any survey based on voluntary participation, the risk of self-selection is a limitation, in that individuals who are personally impacted by EDI are more likely to participate than those who are not impacted. For example, a white heterosexual man who has never encountered demographic-specific barriers to career success typically will be less motivated to complete this type of survey than someone with reason to believe that their gender, ethnicity, age or disability has limited their professional opportunities. Relatively small sample sizes, particularly for specific

race/ethnicity subcategories, may limit the statistical significance of between-group comparisons that appear to be noteworthy. For this reason, analysis of Survey findings related to race/ethnicity have focused on white vs. nonwhite group comparisons rather than subcategory comparisons.

Sample size is also an issue for the free-response questions, which have other limitations as well. Responses to such questions tend to follow an inverse bell curve, as the individuals who are motivated to respond tend to be those with strong positive or negative feelings about the topic involved; these “vocal minority” opinions are valid but should not be confused with the opinions of the majority. Write-in responses also cannot easily be quantified; converting free responses into numerical data for the 2020 and 2022 Surveys has involved manually assessing each response and grouping it with other similar responses. For consistency, one reviewer performed this binning process for both Surveys, but it is still an inexact process. Over time, Survey managers will be able to identify common free-response themes that can be listed as choices within the survey rather than written in, which will improve the usefulness of the responses.

CONCLUSION:

AUTM’s Demographic Survey Task Force has made the following suggestions:

- Create data collection entry points in other areas of AUTM, including the AUTM Salary Survey, the Licensing Survey and Better World Project submissions, etc.
- Create additional programming and content focused on EDI efforts and opportunities.
- Continue to increase Board leadership and speaker diversity.
- Provide additional support through mentoring programs and financial avenues.

Additionally, the following action items are suggested for the next Demographic Survey, to be completed in 2024/2025:

- Increase the participation of those who identify as male.
- Increase international promotion and participation.

AUTM is an active advocate for equity, diversity and inclusion and is committed to fostering diversity and inclusion within its Membership and the technology transfer profession. With greater diversity, we can be more just, effective, and creative by bringing varied perspectives, experiences, backgrounds, talents and interests to AUTM and the technology transfer profession. We recognize that to support the pursuit of equal justice, inclusion, and integrity fully and equitably, AUTM must reflect the full spectrum of the world.

In order to achieve this, AUTM has pledged to:

- focus on fairness, diversifying our leadership, and acting with integrity,
- hold Association leaders and Membership responsible for its practices and actions,
- consider and give weight to the diversity and inclusion practices of service providers when selecting those with whom we will do business, and
- increase the diversity of our organization and programming.



AUTM believes that all Members should have the opportunity to participate equally and fully. To accomplish this, we agree to provide equity, diversity, and inclusion programs, and participate in efforts designed to further the goals of this diversity statement and call to action.

METHODS

The 2022 Demographics Survey included 21 questions, most of which were similar or identical to questions posed in the 2020 Survey (beta test). Two were free-response questions.

The 2022 Survey was distributed in the fall of 2022 to AUTM Members, who were encouraged to share the Survey with their non-Member colleagues to make the findings more relevant to the tech transfer community globally. It was also shared with AUTM's peer organizations in other countries. This strategy differed from the 2020 approach, which focused distribution to AUTM Members.

Survey responses were collected using Qualtrics software. The write-in answers for the two free-response questions were further analyzed and sorted thematically by one reviewer (who had done the same type of analysis of the free-response data in the 2020 Survey).