Recruit and ADVANCE

Sue Rosser, ADVANCE Co-PI and Dean of the Ivan Allen College, GT
APS Gender Equity Meeting
College Park, MD: May 7, 2007
2001 ADVANCE Institutional Transformation Awards

- The Georgia Institute of Technology
- Hunter College
- New Mexico State University
- University of California—Irvine
- University of Colorado—Boulder
- University of Michigan
- University of Washington
- University of Wisconsin—Madison
- University of Puerto Rico—Hamacao
2nd Round ADVANCE Awardees
Institutions

- Virginia Tech
- University of Alabama at Birmingham
- Case Western Reserve
- Kansas State
- University of Maryland—Baltimore County
- University of Montana
- University of Rhode Island
- University of Texas—El Paso
- Utah State
- Columbia University
Use Research Findings to Inform Goals
Project Leadership Consonant with Transformation Level Sought

- PI should hold the position/power to be able to influence transformation at appropriate level.

- Examples: Department level—Chair
  College level—Dean
  Inter-college/Institutional level--Provost

- Specific institutional example: Tenure and promotion focus required Provost level at GT
  College level—Dean
  Inter-college/Institutional level—Provost
GT’s ADVANCE Project Goals

A network of termed professorships established to mentor women faculty
A series of leadership retreats with women faculty and senior institutional leaders
A series of family-friendly policies
Data gathering and interviews to develop MIT-like Report to chart equity progress
A formal tenure and promotion training process to remove subtle gender, racial, and other biases
A Network of Termed Professors

- A tenured, full professor with a strong research record
- One for each college
- Focus on recruiting and mentoring junior faculty
- Funding received equivalent to endowed chair--$60K/year
Recruiting Women Faculty

![Bar chart showing the number of women faculty over project years from 2001-2002 to 2005-2006. The numbers of women faculty are 96, 103, 106, 112, and 123, respectively. The percentage of women faculty remains at 14% throughout the project years.]
A Series of Mini-retreats

- Yearly retreats including all tenure-track women faculty and top institutional leaders, as well as male faculty holding key committee positions
- Goal is providing informal access for women faculty to male leaders
NSF ADVANCE Program for Institutional Transformation

Recent Trends in Family-Friendly Policies at Georgia Tech

www.advance.gatech.edu

Click on the slide to view the next one  4 of 9
Data Gathering to Chart Equity

Share of Tenured Senior Faculty who are Women
(Number of women)

- N=43
- 16%
- 9%

- 2001-2002

- N=60
- 21%
- 9%
- 9%

- 2005-2006

- Project Years

Associate Professors

Professors
Data Gathering to Chart Equity

Female Faculty by Rank and Year
Institute Wide

Year

- assistant professor
- associate professor
- professor
- Regents' professor

Year

97-98 00-01 2005
Data Gathering to Chart Equity

Female Faculty Members with Professorships/Regents’ Professorships

<table>
<thead>
<tr>
<th>Year</th>
<th>0</th>
<th>4</th>
<th>12</th>
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<td>97-98</td>
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<tr>
<td>03-04</td>
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</tbody>
</table>
Data Gathering to Chart Equity

Faculty Flux Charts
Female Faculty

[Bar chart showing data from 2001-2006 for different academic positions: Assistant, Associate, and Full Professor, with bars for new hires, promotions, and terminations.]
Data Gathering to Chart Equity

Faculty Flux Charts
Male Faculty
Removing Bias in P&T

ADEPT (Awareness of Decisions in Evaluating Promotion and Tenure) provides case studies, activities, and various forms of reference material relevant to promotion and tenure evaluations.

One of the primary goals of the instrument is to assist users in identifying forms of bias in evaluation processes to achieve fair and objective evaluations.

The instrument is intended for use by:

- CANDIDATES coming up for promotion and tenure.
- MEMBERS of unit-level committees evaluating promotion and tenure cases in U.S. universities and colleges.

CONTRIBUTORS: Carol Colatrella coordinates the design team. The chair and members of FTAC and the GT ADVANCE team members, along with other faculty, students, and consultants, have contributed to the ADEPT instrument. The alpha and beta versions of ADEPT can be viewed at http://www.acept.gatech.edu.
ADEPT

Jamie Perez
Materials Science and Engineering

Issues: Evaluation of collaborative research, constraints regarding courses lab equipment, graduate students

Jamie Perez, Ph.D. in Materials Science and Engineering from MIT, joined a prestigious research university as a tenured-track assistant professor after completing post-docs at Berkeley and Northwestern. At the time of hiring, the search committee notes a one-year gap between post-docs, a time when Perez studied as a Fulbright Scholar at a European university. Support for his faculty dot is disconnected from the Dean’s office for the first two years of the appointment by virtue of an underrepresented faculty hiring initiative.

Perez's start-up package was average for faculty in that unit, but there are some glitches in finding adequate lab space and equipment. While he had been verbally assured during his negotiations that he could share the lab of a senior professor, Perez is told upon arrival by the senior
Case Example from CD
Promotions of Women

Share of faculty qualified for a promotion obtaining rise to senior ranks (rounded figures)

<table>
<thead>
<tr>
<th>Years</th>
<th>Women</th>
<th>Men</th>
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</thead>
<tbody>
<tr>
<td>2001-2002 (baseline)</td>
<td>30</td>
<td>20</td>
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<tr>
<td>2005-2006 (last project year)</td>
<td>40</td>
<td>40</td>
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</tbody>
</table>

Legend: Women, Men
Percentages Obtaining Tenure

Share of Faculty Qualified for Tenure Obtaining Tenure
(rounded figures)

Years

2001-2002 (Surveyed)

2005-2006 (Late projected year)

Men
Women

0.5
0.6
0.7
0.8
0.9
1.0
External Evaluation Findings

- Both the number and share of women faculty increased
- The number and share of senior women faculty, including tenured ones and ones in high administrative positions, rose over time
- Faculty recruitment rates, salaries, and other resources reflected more gender equity
Institutionalization of Project Goals

Institutionalize goals in policies and practices

- Examples of family-friendly policies such as stop the tenure clock, lactation stations

Institutionalize goals in practices

- Examples of racial/gender sensitivity training for faculty for promotion and tenure

Support from top leadership is critical