



Women Faculty at RIT

March 21, 2014

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This material is based upon work supported by the
National Science Foundation under Grant No. 1209115



National Context

For many decades, an increasing number of women have obtained STEM doctoral degrees, yet women continue to be significantly underrepresented in almost all STEM academic positions.

- Underrepresentation varies among STEM disciplines.
- Advancement to senior ranks and leadership is an issue in all fields.

Representation and advancement in academic STEM positions are affected by many external factors that are unrelated to their ability, interest, and technical skills, such as:

- Organizational constraints of academic institutions;
- Differential effects of work and family demands;
- Implicit and explicit bias; and
- Underrepresentation of women in academic leadership and decision-making positions.

NSF ADVANCE – IT Catalyst EFFORT@RIT

Establishing the Foundation for Future Organizational Reform and Transformation
(NSF #0811076)

- A self-study across RIT's STEM colleges with departments to collect and analyze data on the factors that women seek in an academic position and determine how well RIT provides (or fails to provide) for these through:
 - Climate Study
 - Policy Review
 - Benchmarking, and
 - Objective Data Review

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Significant Findings

- **Barriers identified** for the recruitment, retention, and advancement of women STEM faculty at RIT include issues related to *career navigation, climate, and work/life balance issues*.
- The current representation of **women STEM faculty applicants** is below national pool availability.
- **Upon hire**, women faculty receive less credit towards tenure and are less likely to be hired at a rank above Assistant professor.
- The current representations of **women STEM faculty** are below national averages.
- **Women leave** the faculty at a rate nearly twice that of their male colleagues with a high dependence on college.
- In 2010, unexplained faculty salary differences existed along gender lines.

Continued Data Collection

- NSF Indicators
- COACHE

NSF Indicator Data

- Barrier regarding time in rank at the associate professor level.

	% of STEM Faculty by Years in Rank at Associate Professor, 2012		% of SBS Faculty by Years in Rank at Associate Professor, 2012	
	7-9 years	>9 years	7-9 years	>9 years
Women	19.5%	36.6%	6.7%	13.3%
Men	19.7%	27%	11.1%	11.1%

- Likely contributes to the downstream effect of the low percentages of women in the full professor rank.

	% (Count) of Women Tenure and Tenure Track Faculty by Rank, STEM/SBS in 2010 and 2012			
STEM	Total	Full	Associate	Assistant
2012	24% (101)	18% (27)	25% (41)	30% (33)
2010	23% (95)	16% (24)	24% (35)	31% (36)
SBS	Total	Full	Associate	Assistant
2012	34% (29)	13% (3)	46% (15)	39% (11)
2010	36% (33)	17% (4)	43% (16)	43% (13)

COACHE Faculty Survey Gender Results by Theme

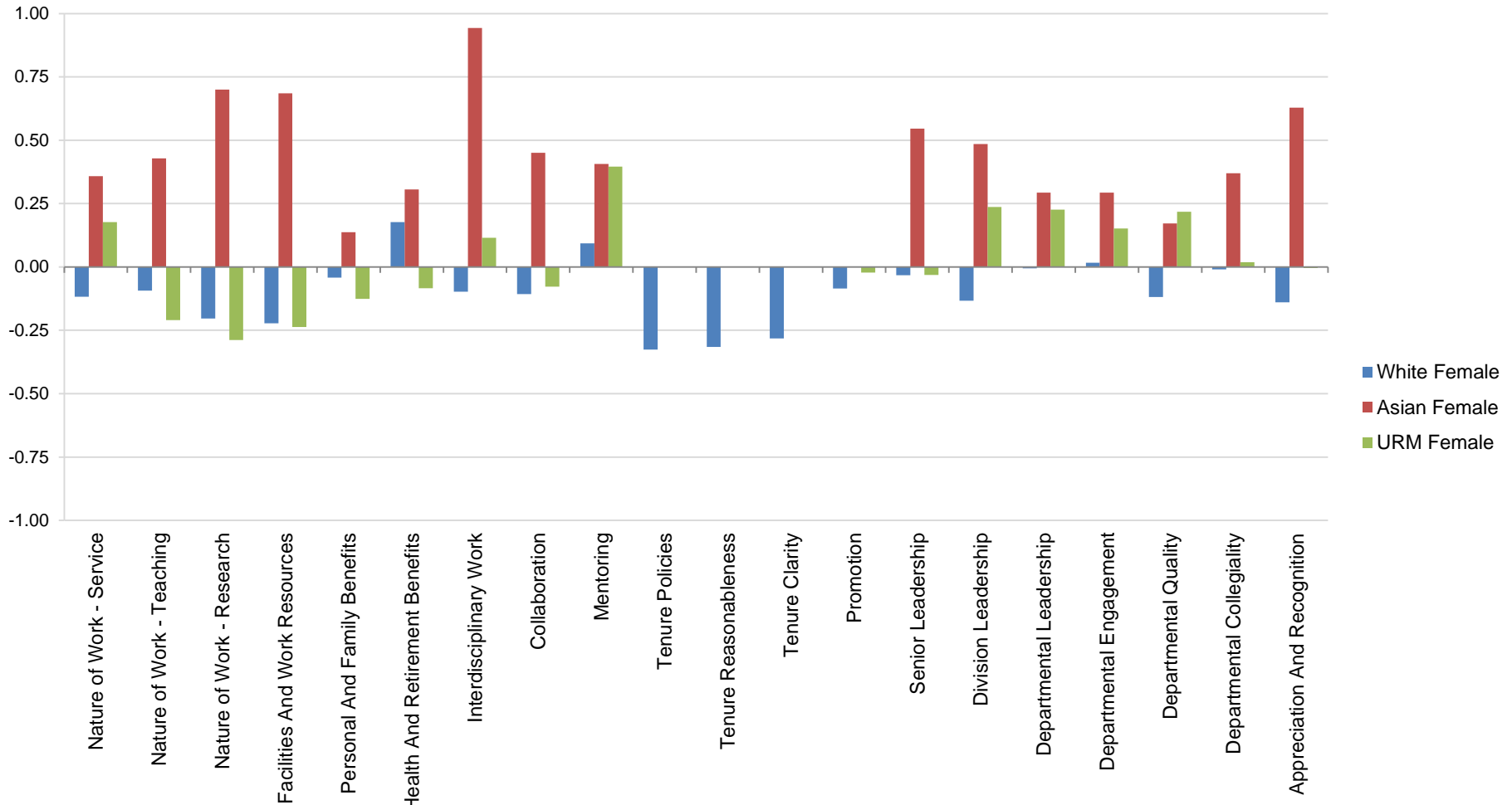
T/TT Response Rate – 59% (438/737)

Women 65% (N = 151/231)

Men 57% (N = 287/506)

	Overall RIT	Men	Women
Theme	mean	mean	mean
Nature of Work Research	3.00	3.06	2.89
Nature of Work: Service	3.27	3.29	3.24
Nature of Work: Teaching	3.63	3.65	3.58
Facilities and work resources	3.39	3.45	3.27
Personal and family policies	3.32	3.34	3.28
Health and retirement benefits	3.78	3.72	3.90
Interdisciplinary work	2.57	2.57	2.57
Collaboration	3.44	3.47	3.39
Mentoring	2.96	2.88	3.12
Tenure policies	3.28	3.37	3.16
Tenure clarity	3.29	3.39	3.16
Tenure reasonableness	3.85	3.97	3.71
Promotion	3.08	3.10	3.03
Leadership: Senior	3.11	3.10	3.12
Leadership: Divisional	3.19	3.22	3.14
Leadership: Departmental	3.60	3.57	3.66
Departmental collegiality	3.88	3.88	3.90
Departmental engagement	3.47	3.45	3.51
Departmental quality	3.48	3.51	3.44
Appreciation and recognition	3.18	3.21	3.13

Women Faculty by Race



***Comparison Group: All RIT Faculty** COACHE defines effect size as the measuring differences between paired subgroups within a campus. Small (between .1 and .3), medium (between .3 and .5), and large (greater than .5) effect size.

Effort@RIT Recommendations

Address barriers to the recruitment, representation, and advancement of women faculty at RIT by building on existing institutional structures as well as developing and integrating new structures.

- Institutional Transformation Strategy
- Faculty Mentoring Network
- Faculty Exit Interview
- Clearly Define Maternity Leave
- Tenure Stop the Clock
- Dual Career Solutions Extended Child Care
- Reporting Structure
- Start-up Package Database
 - Work/Life Website
- Annual Benchmarking & Data Collection
 - Regular Faculty Climate Surveys
 - » Flexible Working Arrangements

AdvanceRIT Project Goals and Overview

**Increase
recruitment of
female faculty
candidates**

**Reduce
women
faculty
attrition rates**



**Increase
representation of
women on faculty**

**Increase
representation
of women
leaders**

Keeping these project goals in mind, the AdvanceRIT team works collaboratively with key partners to change core processes plus introduce new programs to promote institutional transformation.

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Successes & Challenges

- Significant Accomplishments
 - Tenure policy update to include tenure clock extension
 - Embedding processes for data collection
 - Many professional development activities added in spring 2014
- Challenges:
 - Buy-in and support from a busy campus
 - How can we foster a campus environment that recognizes the gender disparities that exist across campus and embraces the benefits of gender diversity among our faculty?