

**UNC Charlotte ADVANCE
Annual Report 6/1/2007**

A. Value Added by ADVANCE Project to Date

Vision: We will bring about changes in our institutional policies and practices, and create the infrastructure to provide a sustainable climate that supports the recruitment and career progression of women STEM faculty and women leaders in reaching fulfilling careers in the highest academic and administrative ranks.

Goals: Project goals are focused on the recruitment, retention, and advancement of women in STEM faculty positions and women in university-wide leadership positions. We aim to increase the presence of women at all ranks by fostering an inclusive, equitable institutional climate and by removing barriers to women's advancement.

Major goals for Year 1 have been to 1) build understanding of the issues surrounding the success of women in academic STEM disciplines and to build broad engagement with the ADVANCE project, and 2) launch the major ADVANCE initiatives as specified in our proposal.

Progress (toward our major goals for year 1 above): To address the first goal we have held meetings and made presentations to key stakeholder groups (e.g., deans, department chairs, women faculty). We have used national and institutional data to establish a context for gender equity challenges, and to articulate what women faculty need for success. Our evaluation team has collected baseline data which allow us to understand where the institution stands in regard to the presence, status, success, and satisfaction of STEM women, as well as qualitative data about the climate for equity and inclusiveness on campus. We have hosted gender equity expert Virginia Valian to speak to our faculty, staff and students, and to hold workshops with STEM women and chairs. In a follow up

discussion of campus diversity at the annual deans' retreat, the Provost and the Council on University Community staff led a discussion of institutional data on the progress of women faculty, pipeline issues, and benchmarks for success. A Women's Forum brought together sixty women faculty members from across the university to discuss the principal challenges they face in their jobs and provide input to the ADVANCE team about priorities for the project. Two of our initiatives, Leadership UNC Charlotte and The Future of the Faculty Committee, have engaged a diverse group of faculty and administrators in a review of policies and procedures relevant to faculty success and quality of work life. Our Competitive Awards programs stimulated proposals from five colleges and many departments, and funded three unit-wide initiatives designed to promote the collective success of all women in STEM.

Our second Year 1 goal was to launch the major ADVANCE initiatives specified in our proposal: Faculty Affairs Office, Leadership Institute, Women's Academy, Competitive Awards Program, and the Future of the Faculty Committee. This goal has been achieved. The Women's Academy is responding to the articulated need to educate the campus about gender and equity issues. The academic year 2006-2007 served as a planning year for the Women's Academy. The convener of the Women's Academy was appointed in November 2006. Academy members were approached and asked to participate in January. The Academy began meeting in February to plan the activities we would sponsor in the upcoming academic year.

We have also launched our ADVANCE Competitive Awards program, which is designed to meet the needs of women STEM faculty and to stimulate change in STEM units. Bonnie Cone Fellowships support individual STEM women in a variety of ways

that promote their success, including mentoring, research support, and child or elder care. The Solutions Team Awards are unit-based awards that promote the collective success of all women in STEM through departmental or college-wide initiatives ranging from innovative recruitment and retention to work-life and culture change projects. The UNC Charlotte ADVANCE Awards Committee just completed Round One Awards, which funded three Solutions Team projects in three STEM units and eight Cone Fellowships for women in six STEM disciplines.

The Future of the Faculty Committee (FFC) has convened and is reviewing existing policy and institutional data to identify barriers to faculty success, and to identify creative mechanisms to meet the childcare/ eldercare needs of faculty, explore mechanisms to retain STEM women through flexibility in appointments and re-entry programs, and make recommendations concerning increased flexibility in the tenure clock. An area that has been identified for attention in the near term is spousal and partner hiring. A planning group is developing the program for the first cohort for Leadership UNC Charlotte, which will begin this Fall and continue through the 2007-08 academic year. The program will consist of eight monthly ½ -day workshops attended by a cohort of department chairs and “emerging” leaders. Topics to be covered include faculty evaluation and development, communication, and conflict resolution.

Newly-vacated space has recently been secured for the Faculty Affairs Office (FAO). This office will house the ADVANCE Grant Coordinator, the Special Assistant to the Provost for the university-wide diversity effort called the Council on University Community, and the ADVANCE staff. The FAO will provide a sustainable structural

focal point for policy revision and centralize the activities/ responsibilities related to ADVANCE, equity, diversity, and faculty development and advocacy on campus.

The new University Mentoring Program was established following discussions in the ADVANCE Leadership Team and a subsequent agreement reached between the Provost and Deans of all the Colleges. Dr. Yvette Huet-Hudson will oversee the program. She is a Professor of Biology and has been Coordinator of Faculty Development in the College of Arts and Sciences and has administered that unit's mentoring program. All new faculty whose initial appointment is as an untenured faculty position will be invited to enroll in the program. Currently, contact information is being gathered so that a welcome letter can be sent to these faculty along with a "Request a Mentor" form to be completed and returned to Dr. Huet-Hudson. The program will require all participants to attend a mentor/mentee training session and complete a mentoring contract. The mentor/mentee pairs will also be invited to a reception that will be held early in September to start the program off. Each month, an email will be sent to all pairs with the suggestion of at least one topic that they may wish to discuss.

Finally, the ADVANCE Project Evaluation Team and the Communication and Dissemination Team, along with the Office of Institutional Research in the Provost's Office, have ensured that all data relevant to ADVANCE goals are systematically collected, disseminated, and used to inform the work of all initiatives.

Plans:

Women's Academy Plans Include:

- Invite Anne Fausto-Sterling to campus in Spring 2008. Dr. Fausto-Sterling is a biologist whose work challenges entrenched scientific beliefs about sex and

gender. During this visit Dr. Fausto-Sterling will meet with and advise the ADVANCE team, participate in a luncheon/roundtable discussion for chairs of STEM disciplines, give a public lecture, and meet with female faculty in STEM disciplines whose research interests overlap with Dr. Fausto-Sterling's.

- Sponsor a book circle where participants read and discuss Dr. Fausto-Sterling's work. These book circles will meet twice in the spring and will give participants (both male and female) an opportunity to become familiar with Dr. Fausto-Sterling's research before her campus visit.
- Host a networking event for all female faculty in STEM disciplines. This will be a catered event held in the beginning of the fall semester. The purpose of this event is to reduce the isolation that female faculty may feel in their departments. Not only will faculty who are new to the university meet women in other STEM disciplines, but established faculty in STEM disciplines will also expand their networks beyond their own departments.
- Host two workshops on career issues that women faculty face. In the fall we will hold a workshop on gender and the negotiation process. The purpose of this workshop is to educate participants (both male and female) about the ways that gender influences negotiation practices and how to overcome these issues and negotiate more effectively. We will decide on the focus of the spring workshop after we solicit faculty input.
- Allocate speaker money to departments to encourage them to bring in prominent female speakers in STEM disciplines. This money is intended to supplement the speaker money that colleges distribute to departments annually. Bringing in

prominent female faculty will provide women in UNC Charlotte's STEM departments with role models and networking opportunities.

- Publicize the results of the Future of the Faculty study on gender disparities on campus. We will work with other ADVANCE teams to raise awareness among faculty in all disciplines about the gender disparities that exist at UNC Charlotte. The goal of doing this is to garner more faculty support for ADVANCE initiatives.

Mentoring Program Plans Include:

Future discussion will be held regarding peer-mentoring groups for faculty that have been in the mentoring program (or perhaps not) and have transitioned out. In addition, we are investigating ways to enhance community building of new, senior faculty. The goals of this program are to: Help untenured faculty to become socialized to the university, become aware of opportunities and resources, provide guidance and direction, integrate untenured faculty into the existing hierarchy through socialization to its norms and expectations, enhance UNC Charlotte's academic community.

Competitive Awards Program Plans Include:

- Revise its Solutions Teams and Bonnie Cone Fellowship Awards Solicitations to provide better guidance in developing proposals that promote ADVANCE goals.
- Implement strategies to publicize ADVANCE awards and motivate more individuals and units to submit proposals.
- Develop a workshop to educate prospective proposal writers about the ADVANCE CAP, ways to enhance proposal impact and fundability, and to

encourage innovative solutions that achieve/promote gender equity and inclusive climate.

- Broaden participation in the CAP by inviting men STEM faculty to serve as proposal reviewers for Round 2 awards.

Future of the Faculty Committee Plans Include:

- Review baseline data from the evaluation team showing trends in STEM hiring and promotions.
- Examine existing recruitment practices in light of existing policy and ensure that practice aligns with policy at all levels.
- Consider the extent to which dual career needs impacted hiring success for 2007-08, and examine strategies to address dual career challenges.
- Review existing, and perhaps collect additional, data to better understand faculty preferences in addressing child and elder care needs.
- Recommend and help implement any policy or procedural revisions that result from the above.

Leadership UNC Charlotte Plans Include:

This project will tackle many of the problems encountered by department chairs but will provide the opportunity to introduce issues of gender equity as they interact with the role of chairs in the hiring, evaluation, and development of faculty. Although participation as an emerging leader will not be limited to women, the program will also provide an opportunity for more women to begin to gain insight into the department chair's role and prepare for future leadership.

Faculty Affairs Office Plans Include:

- Assist the CAP with the Round 2 award process, and publicize Round 1 awardees.
- Work with the Communication and Dissemination Team to upgrade the ADVANCE website, publish a quarterly newsletter beginning Fall 2007, promote ADVANCE through internal and external channels, create and circulate brochures describing ADVANCE initiatives and findings.
- Raise campus awareness around diversity and inclusiveness issues, share data relevant to gender and ethnic equity, and work with and through ADVANCE initiatives to promote equity and inclusiveness in policy and climate.
- Support the work of the Women's Academy, Leadership UNC Charlotte, and the Future of the Faculty Committee.
- Serve as liaison between the Evaluation and Communication and Dissemination Teams and other ADVANCE initiatives, and between these entities and the campus community, ensuring effective sharing of data, information, and accomplishments. Work with Dr. Huet- Hudson to develop and implement a mid-career mentoring initiative.

KKBUCH 6/14/07 1:04 PM

Deleted: -

Difficulties and approaches to overcome them:

1. Visibility of the work of women in science. In addition to the paucity of women at the senior levels in STEM departments, only one research center in a STEM field is headed by a woman. Only one STEM department is chaired by a woman. A scan of university colloquia and symposia shows little attention to the research of women. The Women's Academy has been asked to develop a partnership program with departments and centers to stimulate more invitations to women scientists to present their work at the university. As part of the dissemination efforts of the ADVANCE

program, we will highlight the work of the Bonnie Cone Scholars and will increase the amount of publicity given to the work of STEM women in university publications and outreach. For example, the scientific communications staff member in the Provost's Office has successfully promoted the work of Dr. Inna Sokalova in the national media; however, more internal publicity is needed.

2. Resistance to acknowledging the problem with the progress of women. There is a general consensus on campus that the University has family friendly policies and is committed to the success of women. The absence of women in some ranks and leadership positions is attributed to the absence of women in the pool of applicants for faculty positions. Many of our presentations to deans and department chairs have discussed strategies for overcoming the lack of women in the pool and calling attention to the subtler forms of resistance and bias. The Provost's Office of Budget and Personnel now examines all starting salaries for gender differences and requests explanations when they are detected in a department.

Preliminary Evaluation Findings:

Promotion of the Advance Agenda: As information about the Advance Program at UNC Charlotte was disseminated at meetings, brief evaluations were conducted to see if attendees found the information useful and whether they felt better informed about the issues to be addressed by the Advance initiative after the session. Two main sessions were evaluated. First, the Advance Program was introduced at a meeting to which all women faculty and staff were invited (January 2007). Second, the Advance Program was described at a meeting of all department chairs (February 2007). Web-based surveys

following each session were conducted and in each case the responses were quite favorable.

Advance Sponsored Activities: In addition, responses to two Advance sponsored activities were collected. The first was a meeting that followed a public presentation by Dr. Virginia Valian to which junior women faculty were invited. The second was a panel discussion about Paths to Administrative careers which was open to the campus. In both cases, those individuals who attended were asked to complete a web-based survey.

Again, the responses to the activities were overwhelmingly positive.

Baseline Data on Faculty Satisfaction: UNC Charlotte has participated in the Higher Education Research Institute Survey of faculty (HERI) for a number of years. The data from the years 2001 and 2004 have been provided to the Evaluation Team, and these will be used as baseline data for the purpose of assessing sources of faculty stressors and satisfaction with various aspects of University policies/practices and job satisfaction.

In Progress:

Space and Faculty Start-Up Data: Information about space allocations and faculty start-up packages for faculty in the STEM departments is being collected from department chairs. Current office space and research space for all faculty are being requested, as well as details of faculty start-up packages for faculty hired in the last 5 years. A survey is being developed, and will be distributed during July, to assess faculty satisfaction with their start-up packages (for faculty hired in the past 5 years).

Deans' and Provost's Perspectives: Interviews are being conducted with the Provost and the Deans of the seven colleges. The goal is to identify issues that relate to gender equity issues and obstacles they perceive to achieving gender equity. Although a specific

Table 1 presents the number and percent of tenured female and female tenure track positions in science and engineering by rank and department. As expected, there is a dearth of tenured senior women. Bioinformatics is the lone exception, where the sole full professor is a woman. Notably, one of the four full professors in Mechanical Engineering is a female. Women are well represented in the top ranks of Sociology and Criminal Justice. Table 1 indicates that all units have substantially better gender equity at the assistant professor levels. This is particularly true of the social and behavioral sciences. Table 2 compares UNC Charlotte's STEM and SBS departmental faculty by gender composition as of Fall 2006. The data indicate that female faculty are disproportionately represented in nontenure track positions both in STEM and Non-STEM units, with the exception of engineering where a smaller proportion of women fill non-tenure track positions than tenure-track positions.

Table 7 presents new-hires in STEM and SBS for the past five years (2001-2006). It indicates that female faculty are being hired at the assistant professor level in all units except economics where neither of the two new hires was a female. None of the 16 full professors hired during the past five years was female and only four of the 22 (19%) associate professors hired were females.

Project Management System and Infrastructure:

The project receives leadership from the ADVANCE Leadership Team, composed of the Provost, two college deans, ADVANCE program coordinator and faculty director, members of the ADVANCE Evaluation and Communication and Dissemination teams, and women STEM faculty with knowledge of the issues and a

commitment to change. Each separate ADVANCE initiative is headed by a Leadership Team member. The Leadership Team works with the FAO to develop and implement programs and provides links to existing internal resources.

Updates to the Dissemination Plan:

Communication and Dissemination efforts so far have focused on building understanding of the issues surrounding the success of women in academic STEM disciplines and building broad engagement with the ADVANCE project and its initiatives. This has been achieved through the meetings, forums, and speakers described above, and through the visibility of the ADVANCE initiatives which have been launched. An ADVANCE web site has been established, and current efforts involve the release of an ADVANCE newsletter and informational brochures.