

## EXECUTIVE SUMMARY

**Overview.** The Office of the Provost, along with the Office of Equity and Diversity and the Faculty Senate Committee on the Status of Women, hosted the second university-wide forum, *Moving Women Faculty Forward*, on November 18, 2010. The objectives of the event were to: 1) identify the issues impacting the progression of women faculty through the academic ranks at UNT and 2) develop actionable outcomes.

**Outcomes.** Approximately 60 faculty members and university administrators (i.e., deans, associate deans, and chairs) participated in the roundtable discussions. Based on robust conversations around topics ranging from salary disparities to mentoring, a list was generated based on three categories: 1) initiatives that can be done now or soon; 2) initiatives that can be done but require additional time or resources; and 3) initiatives that will require significant time and resources. Refer to *Categorization of Action Items* listed below.

**Next Steps.** In collaboration with the Committee on the Status of Women and the Office of Equity and Diversity, the Office of the Provost will set priorities; determine budgetary implications; establish appropriate timelines, and identify responsible parties.

## CATEGORIZATION OF ACTION ITEMS

(Moving Women Faculty Forward- November 18, 2010)

POC = Point of Contact

CSW = Committee on the Status of Women

E&D = Office of Equity & Diversity

Note: when the POC is the Provost or Office of Equity & Diversity, the Committee on the Status of Women will ask for updates on the action related to that item and will disseminate progress to the women faculty and staff on campus

### INITIATIVES THAT CAN BE DONE NOW OR SOON

- Adjust differences in starting salaries between men and women, and those who negotiate well vs. those who don't (equalize for personality). Salaries should be equal at the start based on experience, not gender. Add to Guidelines for Chairs (POC=Provost)
- Evaluate salary differences and adjust as needed for merit and promotion. (POC=Provost)
- Create informal discussion board on everything from child care, elder care (with an effort to keep the language of this care gender neutral) to Promotion & Tenure. (POC=Provost/ E&D)
- Sponsor events for new women faculty (ie., well-communicated, less formal events). Ensure within each college that a senior professor and a recently tenured professor give a talk to associate and new professors, respectively, on "what I learned between being a tenured professor and a full

- professor; what I learned between being a new hire and a tenured professor.” These should include senior to junior women and cover changes in field, new subfields, etc. (POC=Provost)
- Revamp League for Professional Women or create another campus-wide faculty and staff women’s group, possibly an AAUW group (POC=Office of E&D)
  - Work on determining fair gender representation of women on Department/College/University committees—perhaps adding to faculty profile system. Add to workload: informal mentoring, as women are often called upon to mentor more students than those accounted for in the workload calculations, etc. (POC=Provost)
  - Create a mentoring structure that is based upon rank at hire, especially for women, such that mentoring is also provided for faculty hired as associate professors or associate professors with tenure, and that such mentoring is not confused with mentoring of junior faculty. Add this to Guidelines for Deans & Chairs. Senior faculty often have several years of tenure behind them at other institutions and a track record of success that forms a basis for rapid advancement to full professor. As UNT moves toward Tier I status, hiring more and more senior professors, this kind of mentoring is becoming crucial. (POC=Provost)
  - On an annual basis, ask Chairs to provide a list of those seeking a promotion, as well as years served of all those in their division/department with equivalent years of service. Add this to Guidelines for Chairs (POC=Provost)
  - Provide early intervention for all faculty promotions; set long-term and short-term goals and dates for going up to full professor immediately after tenure. Add to Guidelines for Deans and Chairs. (POC=Provost)
  - Continue administrative professional development grants. Review call in relation to Professional Development Leaves. Tighten up reporting. (POC=Provost/Grants Office)
  - Accommodate new parents and caregivers in class scheduling—flexibility in scheduling when possible. Provide Chairs with a list of options to help new parents and those with elder care—again using language that is gender neutral. Add to Guidelines for Chairs. (POC=Provost)
  - Provide mechanisms for annual individual negotiations regarding workload percentages that weight Teaching, Creative/Scholarly Activities, and Service for Promotion & Tenure. Every year faculty members should expect to meet with their Chair for an unrushed one-on-one meeting, in which their workload, teaching time flexibility, promotions, merit issues can be discussed. Add to Guidelines for Deans and Chairs. (POC=Provost)
  - Continue working on Stop-the-Clock policy with opt-out option. (POC=Provost)
  - Provide more learning/training opportunities for faculty (e.g. dress for success, communicate for success, power of negotiation, communication skills, communication across cultures, informal learn-other-languages opportunities, etc.) Face-to-face meetings, along with online follow-up. (POC=E&D/Provost)

#### **INITIATIVES THAT CAN BE DONE BUT REQUIRE ADDITIONAL TIME OR RESOURCES**

- Re-Structure the Committee of the Status of Women to reflect the major needs. (POC=CSW, Senate)
- Review the role of full professors in service burden and what incentives exist for them in this. (POC=Provost)
- Examine appointment procedures (or at least transparency)—why are some “open and others “closed?” (POC=Provost)
- Provide training for Chairs (e.g., Gender focus—how to deal with gender issues; New Faculty—how to assist new faculty; Workload, Charting Career, Adapting to UNT, Adapting to Community). This is

- critical. A set of hypothetical situations to help offer ways of dealing with various situations could be developed, also Empathy-training seminars (POC=E&D/CSW/Provost)
- Develop Promotion & Tenure guidelines that differentiate between research focus and clinical focus, with percentages applied to P & T; provide clear expectations for promotion. This also needs careful scrutiny for gender neutrality/equity. (POC=Provost/E&D/CSW)
  - Develop or provide a self-assessment tool for faculty to determine in which area they may need mentoring: teaching or research, also controlling their Service commitments to not be counterproductive to promotions. Add to Guidelines for Chairs & Deans (POC=Provost)
  - Evaluate existing mentoring programs. See if they are viewed as merely an administrative action to be “checked off,” or truly valuable to those being mentored. Seek new/additional ideas from those being mentored and those recently promoted on how mentoring should be improved. (POC=Provost)

#### **INITIATIVES THAT WILL REQUIRE SIGNIFICANT TIME AND RESOURCES**

- Develop complete reference guide: Dept. policies, university policies, information on community, etc. to help new faculty make smooth and satisfying transitions. (POC=Provost)
- Provide administrative support for deans, associate deans and chairs (often these groups spend too much time doing “clerical” tasks/time could be used for research). In particular, at the lower levels of administration, many are women. There is a need to examine parity of administrative support. (POC=Provost)
- Provide flexible workloads (e.g. 75% time with benefits for one-year or annual option to allow for child or elder care or health, again language gender neutral). Add to Guidelines for Deans and Chairs (POC=Provost)
- Offer year-round, on-campus childcare facility funded by parents, possibly as part of the newly developing Wellness Initiative currently being undertaken by Deputy Provost Celia Williamson (POC=Provost)