

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

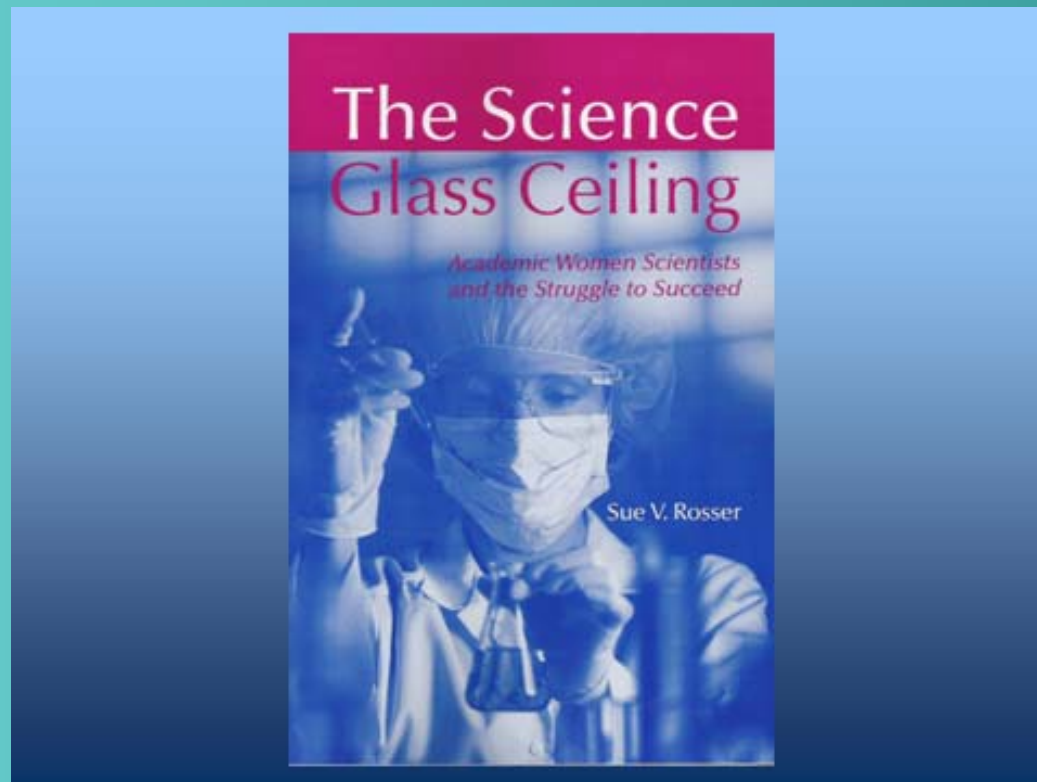


2nd Round ADVANCE Awardee Institutions

- 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

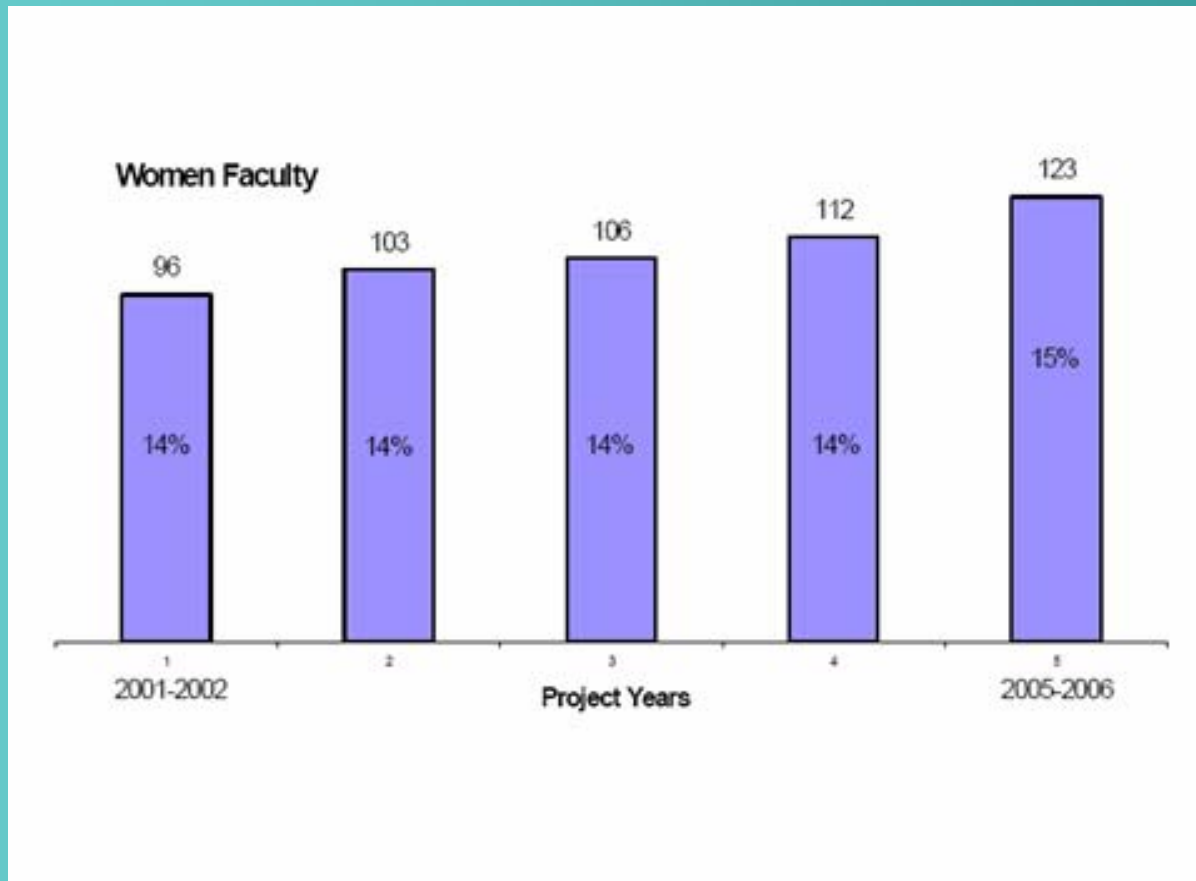


A Network of Termed Professors

- 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



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

- Overview
- Welcome
- NSF ADVANCE Professorships
- Annual Conference
- Family & Work Policies
- Promotion & Tenure
- News & Events
- Measuring Progress
- Internet Resources
- Site Map

Recent Trends in Family-Friendly Policies at Georgia Tech

Family & Work Policies

- Active Service-Modified Duties Process
- Family Friendly Policies**
- Family Friendly Links



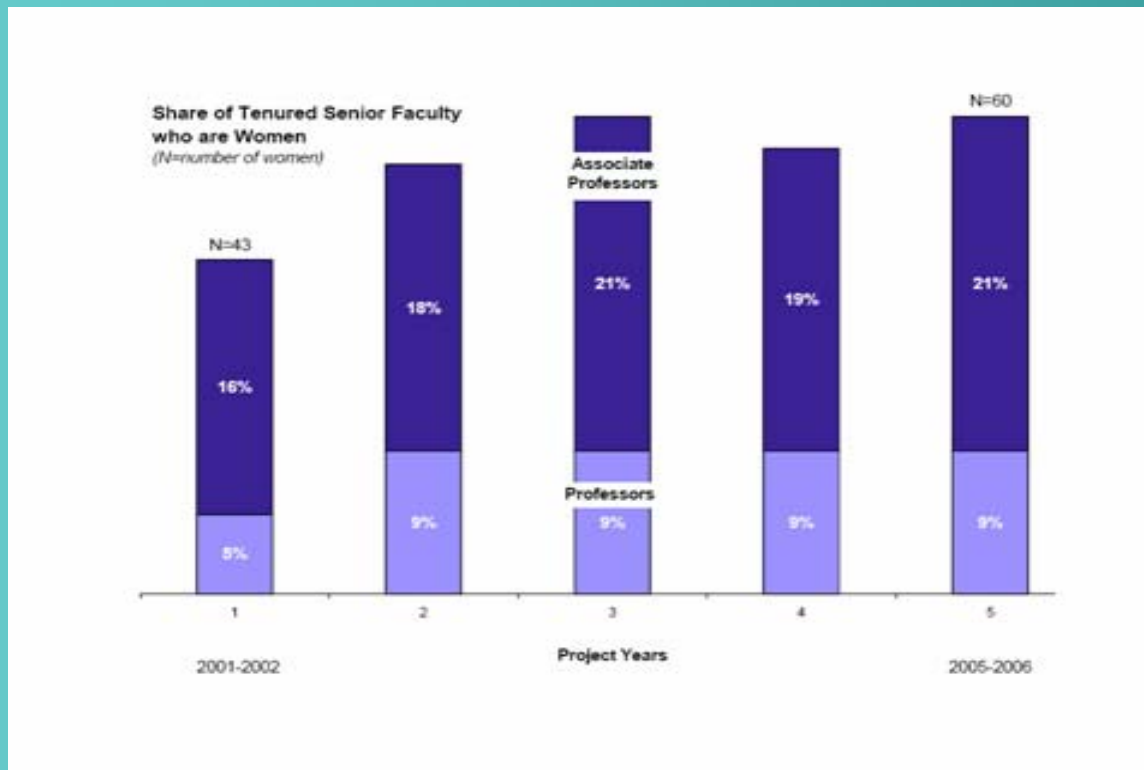
www.advance.gatech.edu



Click on the slide to view the next one <1 of 9>

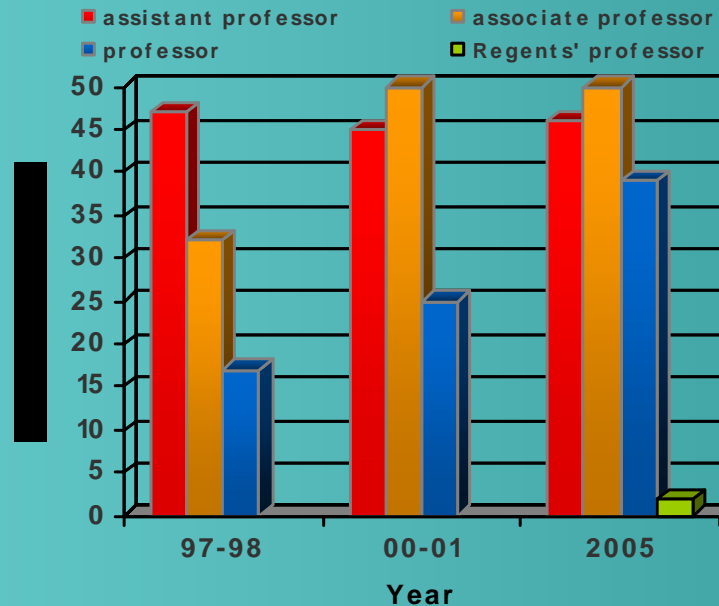


Data Gathering to Chart Equity

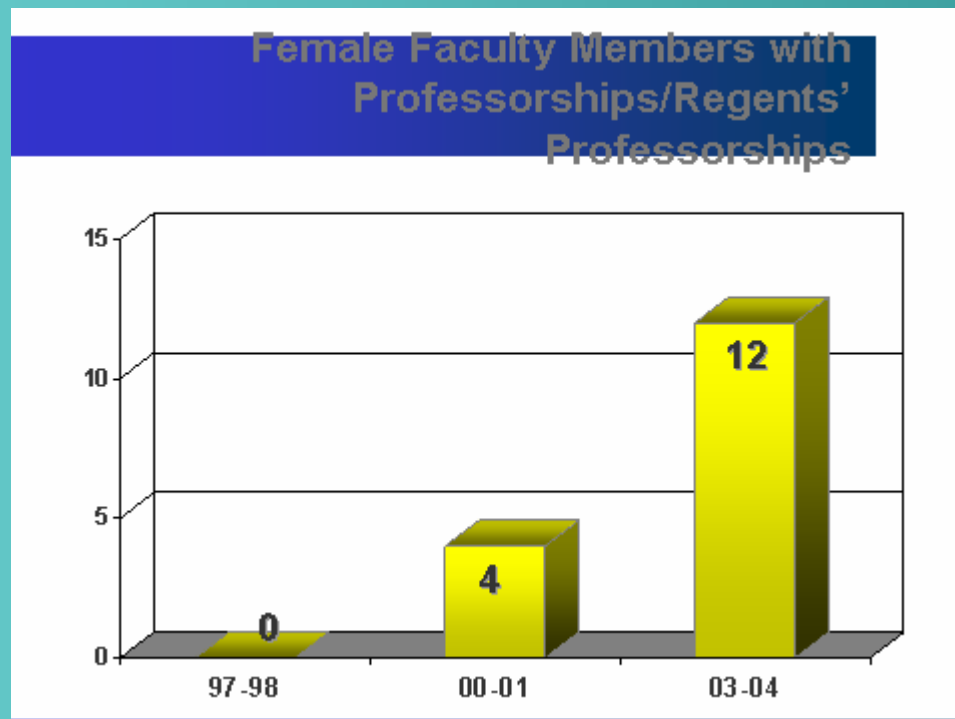


Data Gathering to Chart Equity

Female Faculty by Rank and Year
Institute Wide

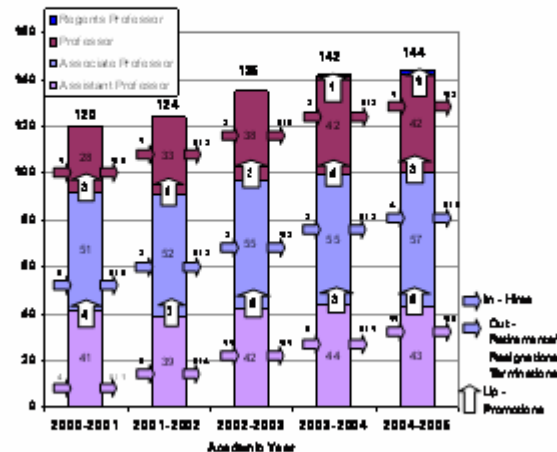


Data Gathering to Chart Equity

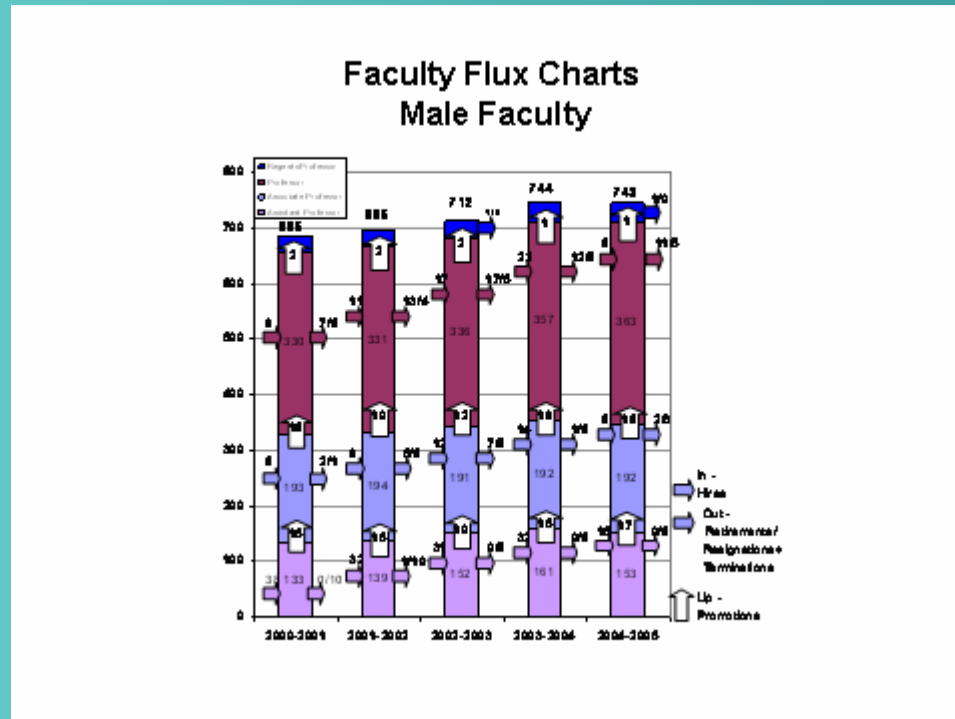


Data Gathering to Chart Equity

Faculty Flux Charts
Female Faculty



Data Gathering to Chart Equity



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:

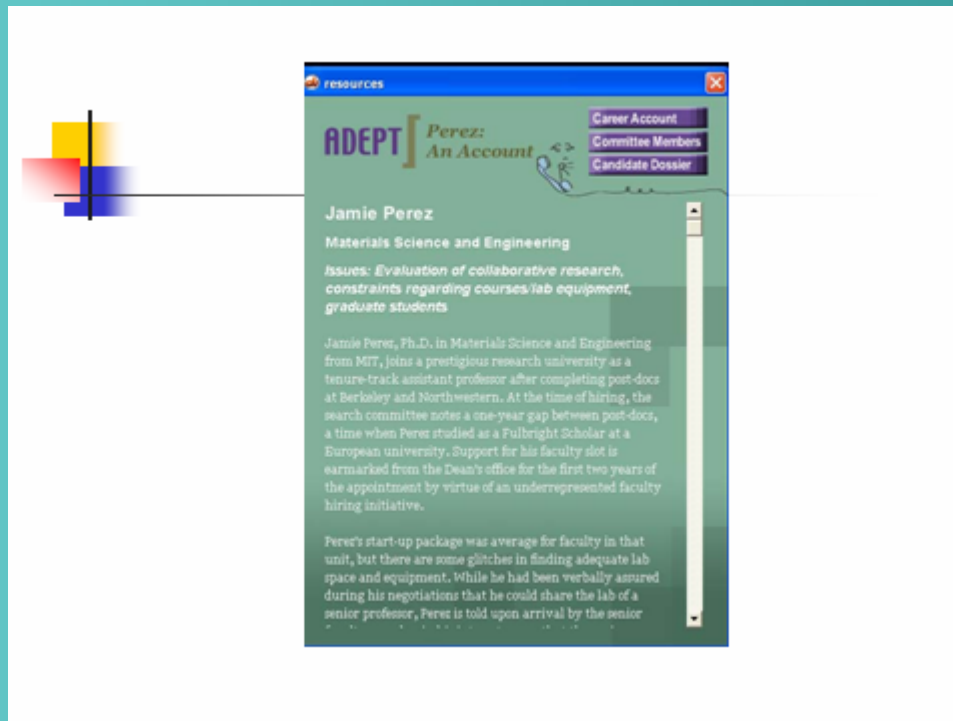
CANDIDATES coming up for promotion and tenure.

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 PTAC 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.adept.gatech.edu>.



ADEPT



The screenshot displays a web browser window titled "resources" with a blue header. The main content area is titled "ADEPT Perez: An Account" and includes three navigation buttons: "Career Account", "Committee Members", and "Candidate Dossier". Below the header, the profile for "Jamie Perez" is shown, with the department "Materials Science and Engineering". A section titled "Issues:" lists "Evaluation of collaborative research, constraints regarding courses/lab equipment, graduate students". The main text describes Jamie Perez's background, including his Ph.D. from MIT, his tenure-track position at a research university, and details about his hiring process, such as a one-year gap and support from the Dean's office. The text concludes with information about his start-up package and lab space challenges.

resources

ADEPT Perez: An Account

Career Account
Committee Members
Candidate Dossier

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, joins a prestigious research university as a tenure-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 slot is earmarked 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

The screenshot displays a software window titled "Projector" with a blue title bar. On the left side, there is a vertical menu with the heading "ADEPT" and a list of names: Perez, Mansour, Shea, Anders, Richards, Sorel, Stevens, Lee, and Clemens. Below this list is a "CASE INFO QUIT" button. At the bottom left of the interface is the "ADVANCE" logo. The main area of the window shows a simulation of a meeting. At the top, four white text boxes contain the following text:

- He's been told several times to get grants in core areas. I see too little substance in materials science-oriented research.
- I choose to remain silent at this point in the conversation.
- Forming bridges to other disciplines is as important as bringing money into our department. The number of interdisciplinary grants confirms the value of his research.
- Are we discussing scholarship or funding?

Below these boxes, a yellow sticky note contains the text: "He has raised funding, but not for our unit. This is important now because we're coming up for outside evaluation, and we need faculty to bring major funding to us." To the right of the sticky note is a text box with the instruction: "[Your turn Pick a statement to say to the committee.]". At the bottom of the simulation, three cartoon characters are seated at a table: a woman in a purple top labeled "Karin Aulter", a man in a green shirt labeled "Jason Deyan", and a man in a yellow shirt labeled "Al Smith".



ADEPT

The screenshot shows a software window titled "Projector" with the "ADEPT Case Analysis" interface. On the left, a vertical list of names (Perez, Mansour, Shen, Anders, Richards, Savel, Stevens, Lee, Clements) is displayed, each with a small purple square icon. Below this list is a "CASE INFO" section with a "QUIT" button. At the bottom left, there is an "ADVANCE" button with a gear icon. The main content area is divided into several sections:

- Introduction:** "Now you can see information related to the fictional meeting in which you just participated. Statements from the fictional meeting are connected via comments and citations to actual practices, procedures, and related information in Georgia Tech documents and other publications."
- Instructions:** "In this column, you highlight each statement made by committee members. Your choices appear in red." and "Commentary on each statement appears in this column. Citations are also included. You can bookmark these to copy later. Each citation is linked to the bibliography of resources on bias in evaluation, or to full text."
- Transcript:** A section titled "Transcript (Click on a statement)" containing three entries:
 - Al Smith: Let's start with Perez. Remember what we say is confidential.*
 - Karen Fisher: This will be an interesting case.*
 - Jean Dupon: Let's just get through this and see.*Below these is a note: "Al Smith: Let's start with scholarship. All his current grants are interdisciplinary."
- Supporting Research:** A section titled "Supporting Research (Click to bookmark)" containing a text box:

Depending on the context and relationship of individuals involved, the word 'confidential' could strike an intimidating tone.

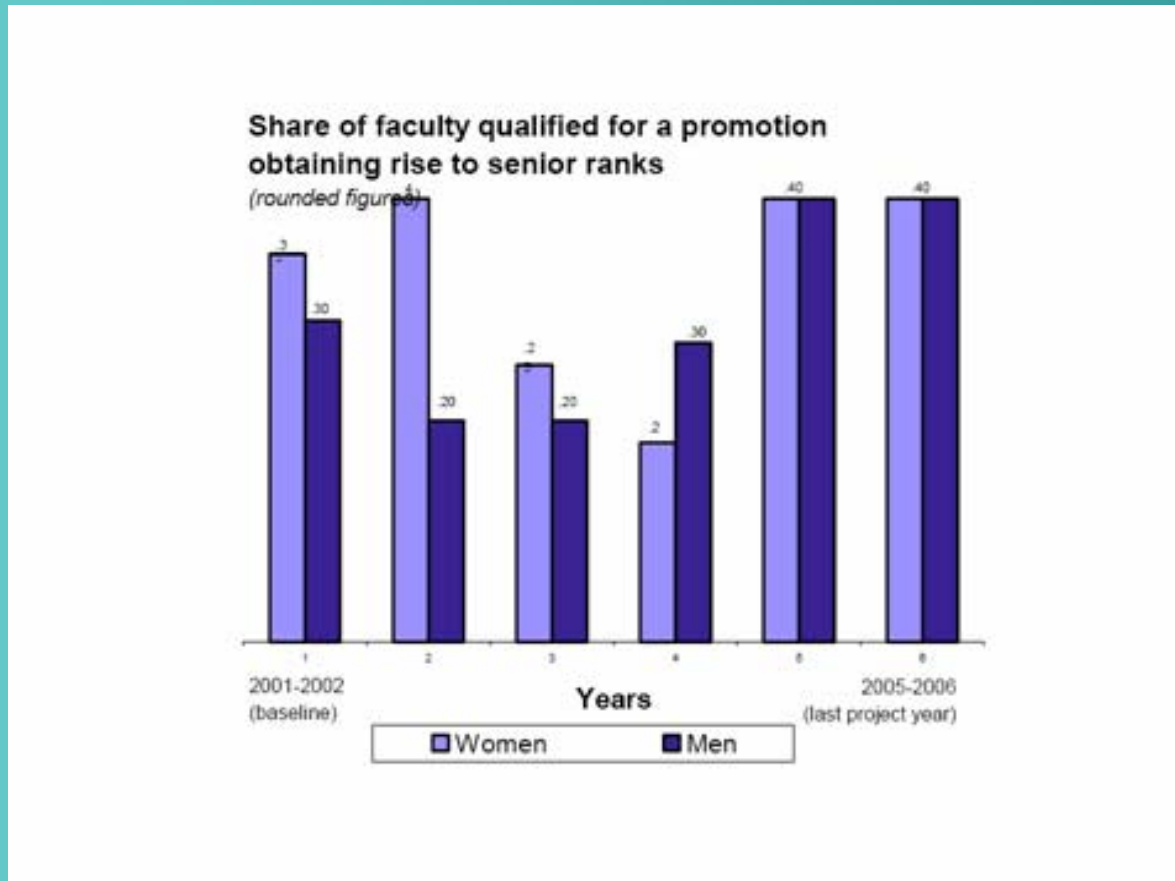
American Political Science Association (APSA) website (3-4) indicates that departments should choose fair-minded reviewers.

www.apsanet.org/pubs/ethics.cfm

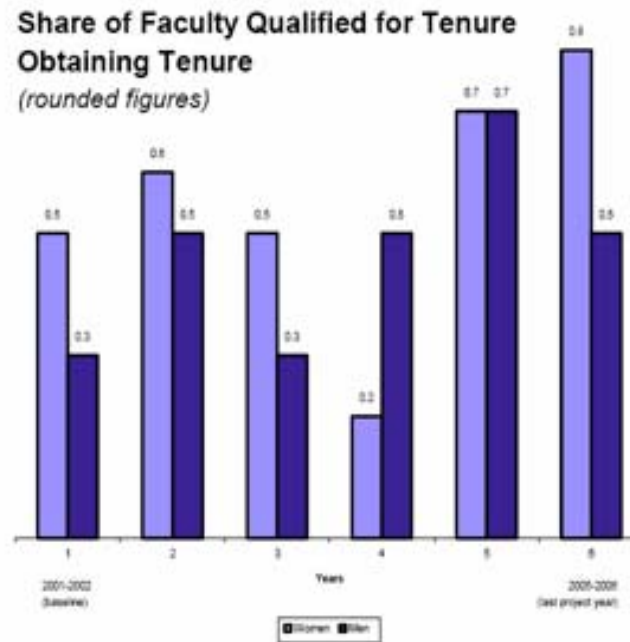
At the bottom right of the interface, there is a text prompt: "Enter the analysis..."



Promotions of Women



Percentages Obtaining Tenure



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

