

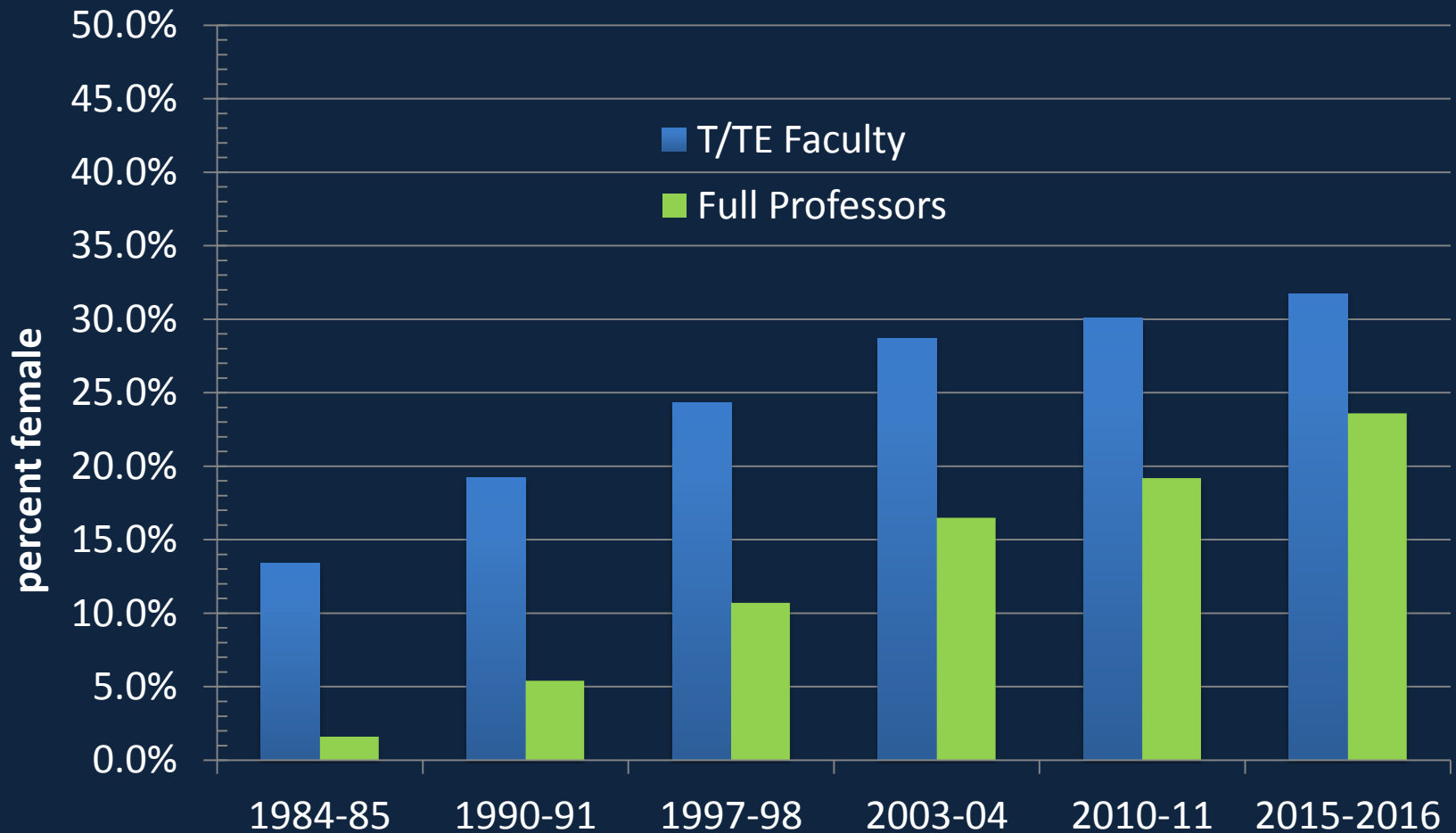
Academic Affairs Faculty Forum

The Status of Women Faculty at UMaine



umaine.edu

*Percent female at UMaine:
Tenured/tenure-eligible faculty and full professors*



An Incomplete Timeline

The Women in the Curriculum Program

1981

1989 - 1990

WIC Advisory Committee

"was visited by an ad hoc committee of untenured women who voiced a number of concerns including: the devaluating of service, insufficient valuation of differing pedagogical methods and teaching styles, the lack of a mentoring system, and inadequate attention to retention both before and after tenure."

The committee also *"studied the Faculty Senate committee lists and concluded that women were indeed scarcely represented."* (Annual Report 1989-1990,13).

An Incomplete Timeline

Women's Resource Center (*"Working to promote and maintain a positive and supportive climate for women at the University and to provide linkages with women and women's organizations throughout the State of Maine".*)

1991

Women in Science and Engineering (WISE; produced a report containing recommendations for increasing women in STEM disciplines)

1992

Center for Teaching Excellence (Learning circles *Women Who Teach Men, and Women as Faculty Role Models*)

1998

2000

President's Council on Women (*"The mission of this Council is to serve the interests of women students and employees of The University of Maine, as determined from data gathered by the Council; and to be a catalyst for change and a voice for UMaine women. The Council also serves in an advisory role to the President to recommend policies and suggest strategies for achieving change."*)

An Incomplete Timeline

Katherine Carter Report

(tenure-track women hired in the 1980's into NSFA had been retained at a rate of only about half that of the men hired in during the same timeframe)

2002

2003

2004

2007

Gender Issues Planning Committee (*newdynamics* completed a climate survey)

Gender Issues Planning Committee dissolved & **Task Force on Retention of Women** formed

WRC (with support of HR and CTE) started department chair training series (case study with gender issues embedded)

An Incomplete Timeline

NSF-ADVANCE grant co-Pis started to plot

- Karen Horton, P.E., Coordinator of the Mechanical Engineering Technology
- Jody Jellison, Professor of Molecular Plan Pathology
- Amy Fried, Associate Professor of Political Science
- Susan Gardner, Assistant Professor of Higher Education Leadership

2008

2009

Advance Initiative Council formed (*support the development of the ADVANCE IT proposal*)

Applied for NSF ADVANCE IT Grant

Principal Investigator: Provost Susan Hunter

An Incomplete Timeline

2009

2016

- 5-year, \$3.2M “institutional transformation” grant received in 2009
- Develop systemic approaches to increase the representation and advancement of women in academic science, technology, engineering and mathematics (STEM) and social-behavioral science (SBS) careers, thereby generating a more diverse science and engineering workforce.
- 2015-16 is a no-cost extension year; transitioning from NSF to institutional support

ADVANCE Rising Tide Center

Recruit, retain and advance women faculty in the sciences by supporting policies and practices that promote a positive working climate for all UMaine faculty.

▶ Professional development programs

- Mentoring
- Networking
- Leadership and Research grants
- Training
- Workshops

▶ Climate Activities

- Career recognition awards
- Climate grants

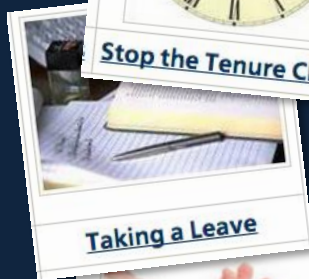
▶ Policy Advocacy

- co-developing work/life balance programs

▶ Support program for male advocates and allies

Family Friendly Policies

- Stop-the-Clock
- Alternatives to Teaching
- Family-Friendly Faculty Website



Achieving Work-Life Balance

Family Friendly Policies

Achieving Work – Life Balance



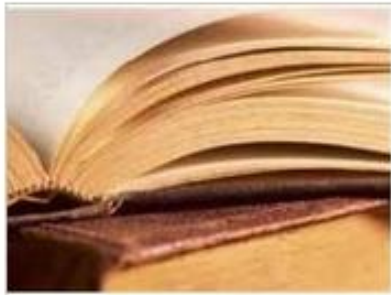
Growing Families



Family Health



Taking a Leave



Alternative Assignments



Stop the Tenure Clock



Dual Careers

Recognizing Excellence 2013-2014

Career Awards



Kate Beard-Tisdale
*Computing &
Information
Science*



Susan Brawley
Marine Sciences



Mary Tyler
Biology

Mentoring Award



**Sandra
Sigmon**
Psychology

Recognizing Excellence 2014-2015

Career Awards



Sandy Butler
Social Work



Rosemary Smith
*Electrical &
Computer
Engineering*



Marie Hayes
Psychology

Mentoring Award



**Rebecca Van
Beneden**
*Marine
Sciences*

Supporting Professional Development & Improved Climate

104

new collaborations developed
(27 on campus; 77 off campus)

39

graduate students supported

53

new research papers submitted (18 published)

67

Conference presentations

33

External grant proposals submitted

Over

\$700,000 external grant funding

Trainings & Workshops

Training

- New Faculty Orientation
- Chair/Director Training
- Peer Committee Training
- Search Committee Training

Workshops

- Fostering Collegiality
- Negotiations
- Bias literacy
- Mentoring
- Promotion & Tenure
- Advancing to Full
- Others

Coming Fall
2016!
Workshop on
Diversifying
Faculty
Searches

Male Advocates & Allies

10

Advocates

Male faculty and staff who are working to reduce gender bias across campus

Advocates' mission is to support the goals of the ADVANCE Rising Tide program to improve the climate for women and thereby enhance personal and professional outcomes for every member of the University of Maine community.

60

Allies

Male faculty and staff committed to enhancing bias literacy and champion gender equity via less formal mechanisms

Networking & Building Partnerships

- Annual Networking Conference
 - Workshops, panels, & networking with partners
- Maine Career Connect
www.mainecareerconnect.org/
 - Dual career and family services for employees new to Maine
- University of Maine System
 - Sharing policy materials and collaborating on workshops

Faculty Climate Survey - 2011 to 2015



Shannon K. McCoy

Associate Professor

Department of Psychology
Social Science Research Team

GOALS

- Focus on Areas Demonstrating Gender Bias in 2011
- Set The Context For Interpretation:
 - Sample Size Variation
 - The potential role of U M Fiscal Stress
- Highlight Gender Bias Findings
 - Job Satisfaction
 - Tenure & Promotion
 - Departmental Climate
 - Work/Life Balance
- Summarize Effect Size
- Rising Tide Event Participation

NUMBER OF RESPONDENTS VARY BY YEAR

2011

$N = 339$

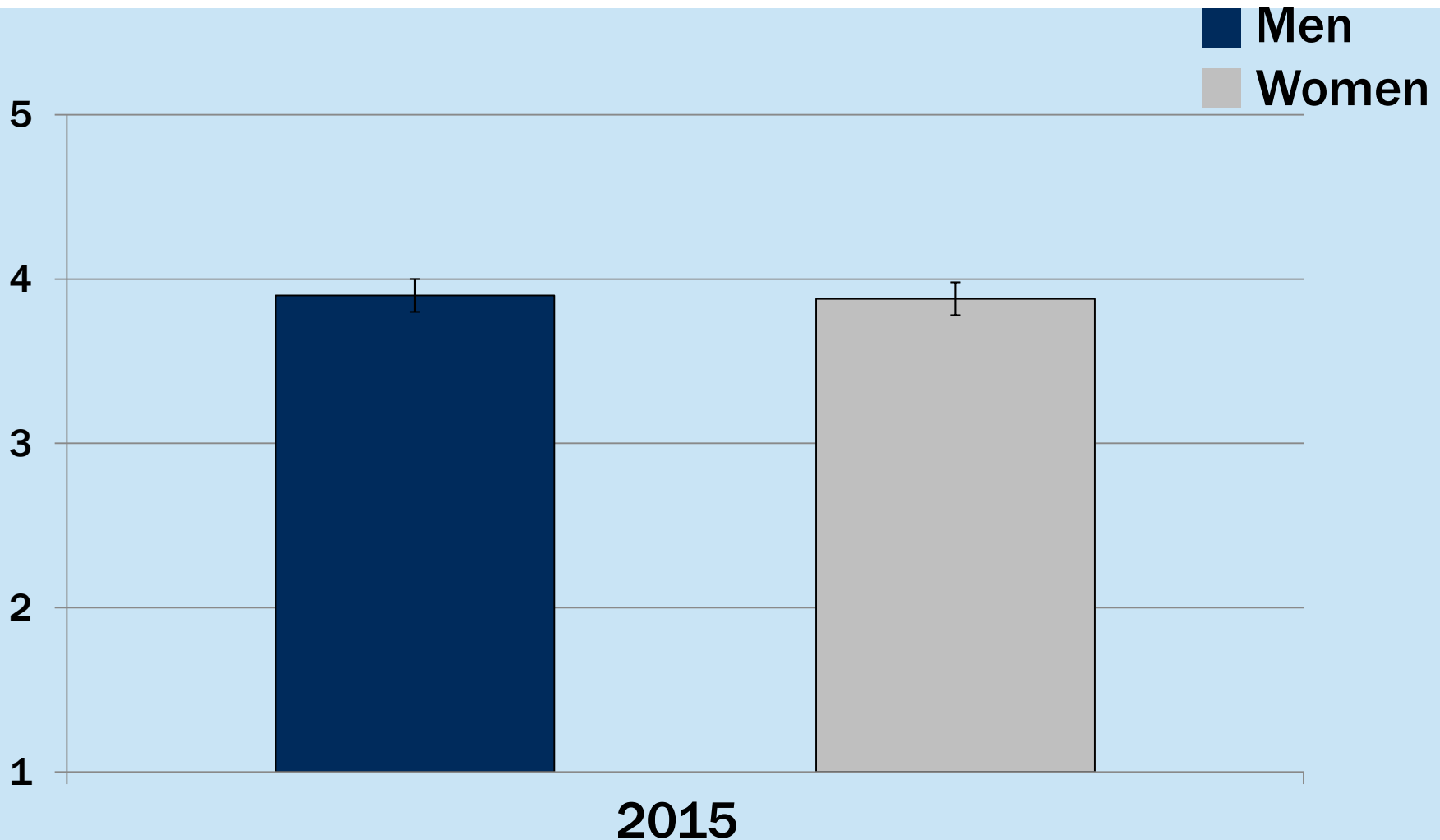
2015

$N = 238$

Importantly, demographic representation does not differ by year.

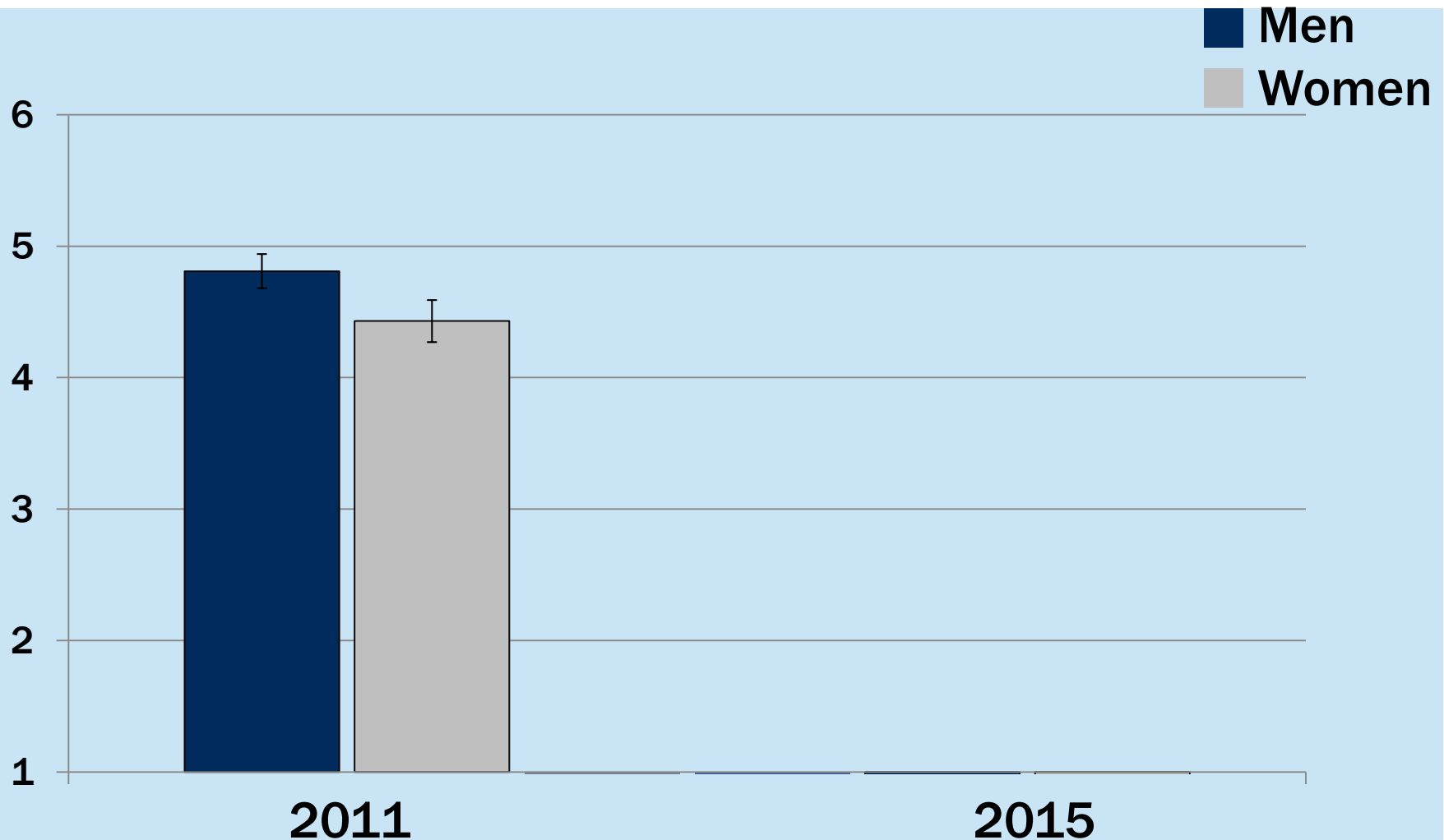
UM FISCAL STRESS

WHAT IMPACT DO YOU FEEL THE UNIVERSITY'S FISCAL ENVIRONMENT HAS ON YOU?



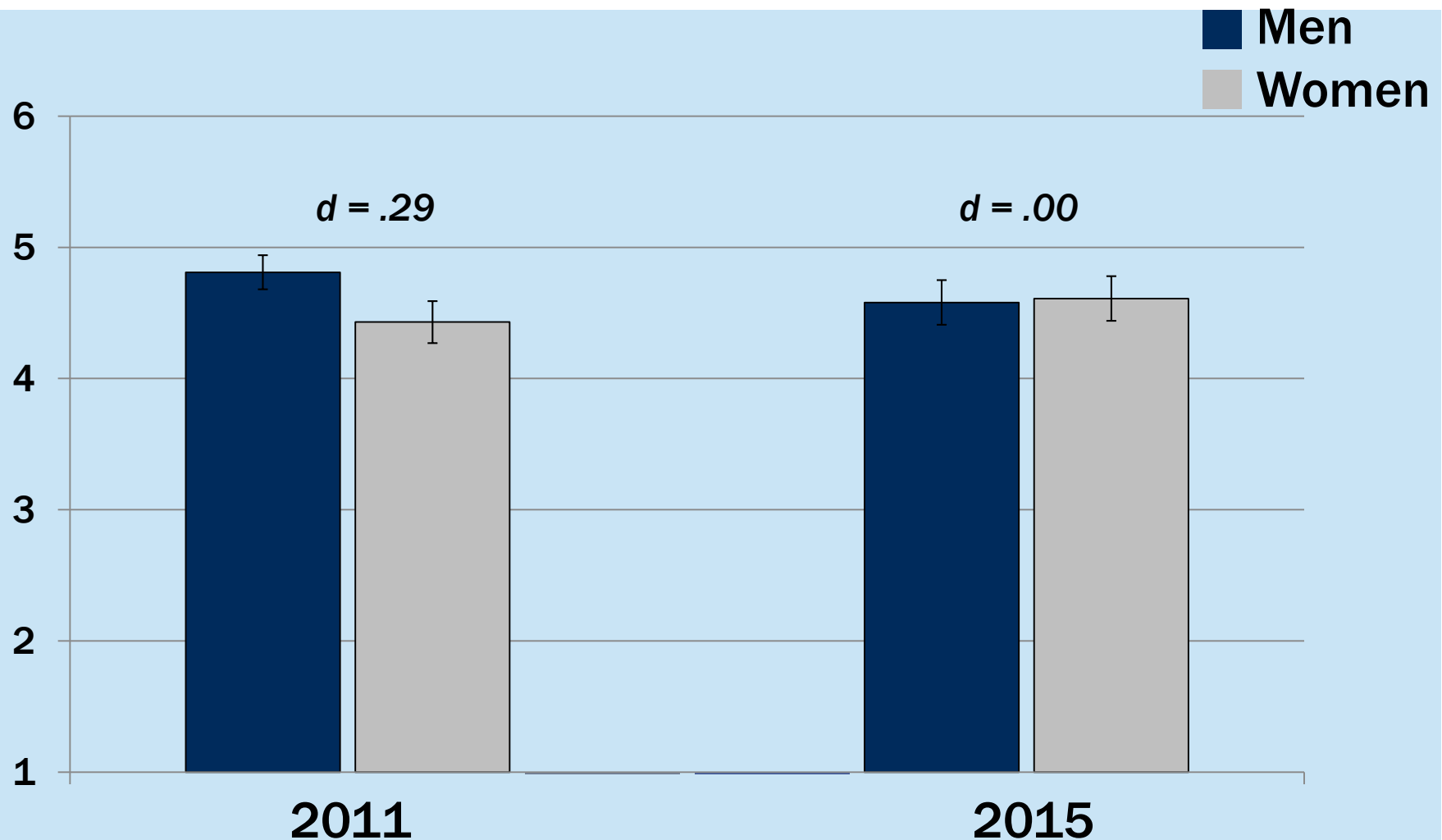
JOB SATISFACTION

HOW SATISFIED ARE YOU, IN GENERAL, WITH YOUR JOB AT UMAINE?



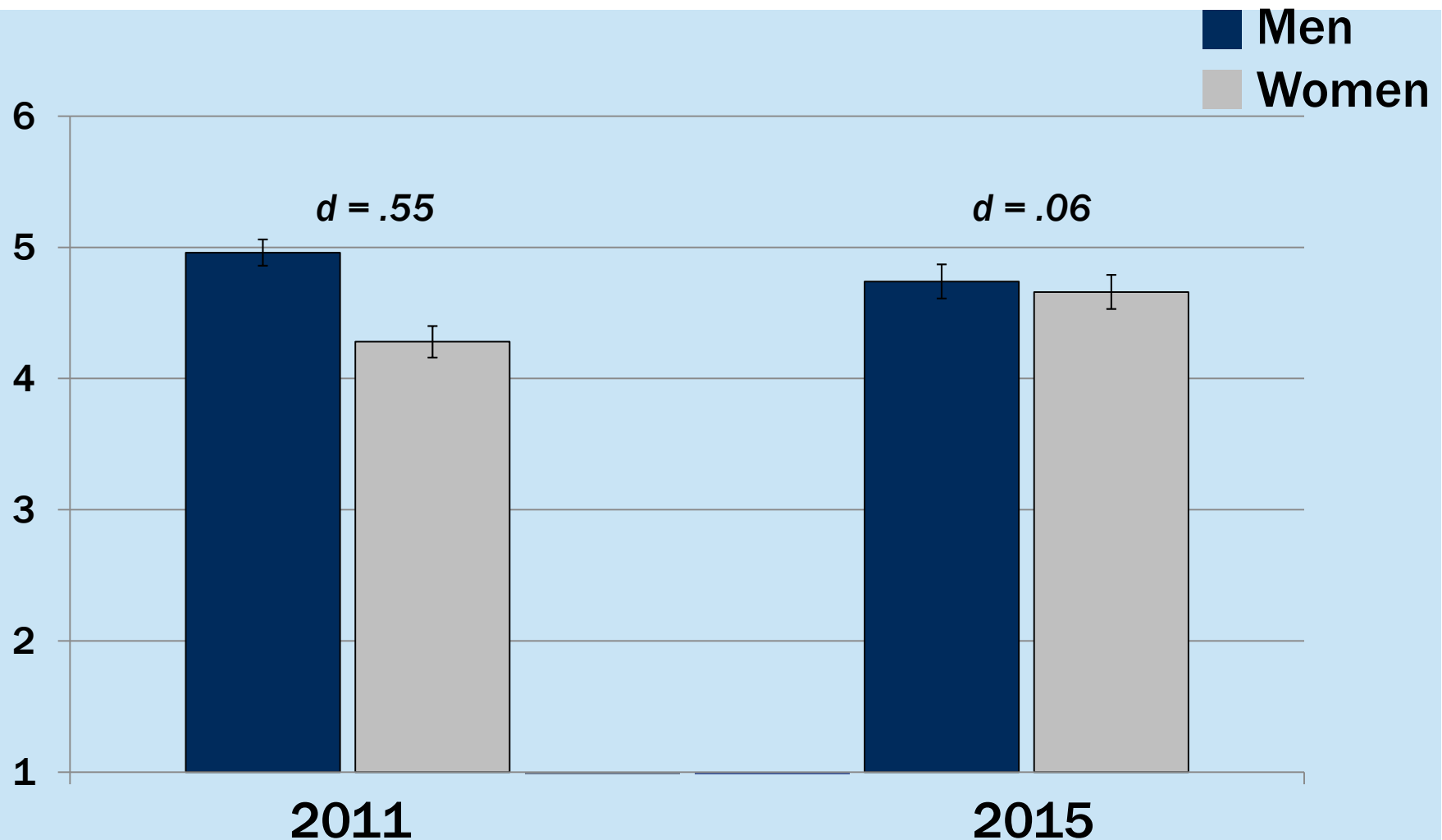
JOB SATISFACTION

HOW SATISFIED ARE YOU, IN GENERAL, WITH YOUR JOB AT
UMAINE?



JOB SATISFACTION

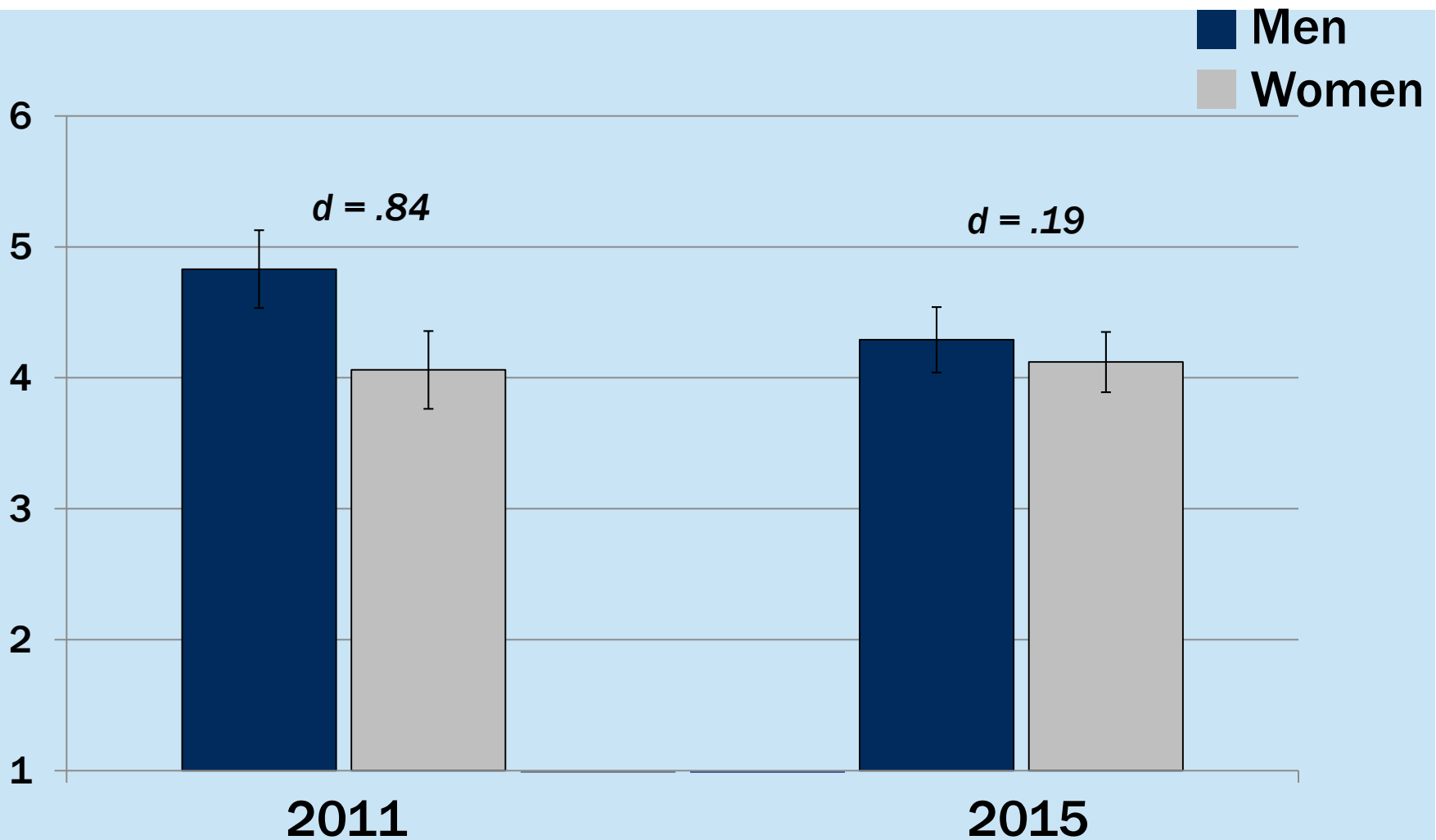
HOW SATISFIED ARE YOU, IN GENERAL, WITH THE WAY YOUR CAREER HAS PROGRESSED AT UMAINE?



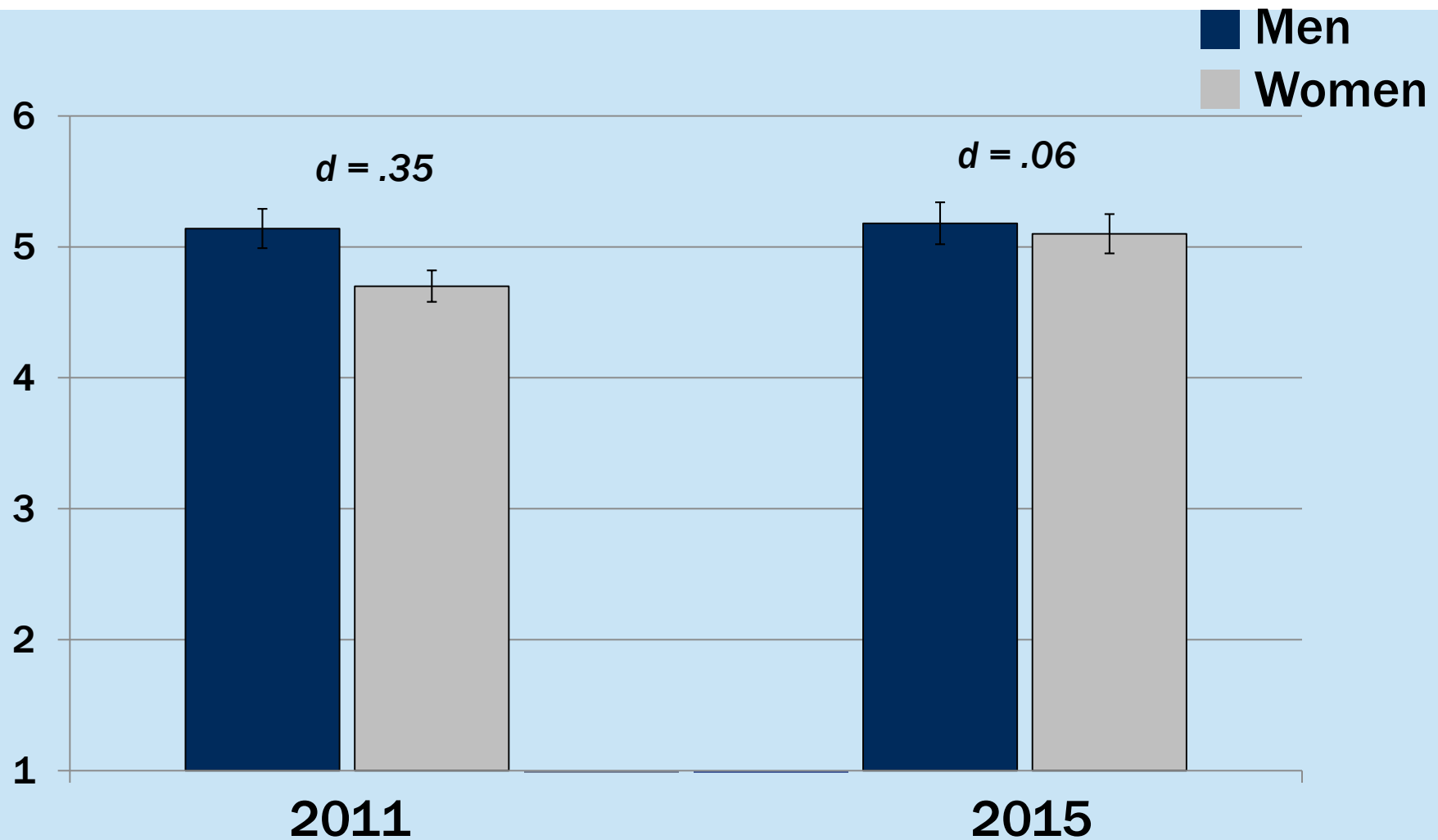
TENURE & PROMOTION



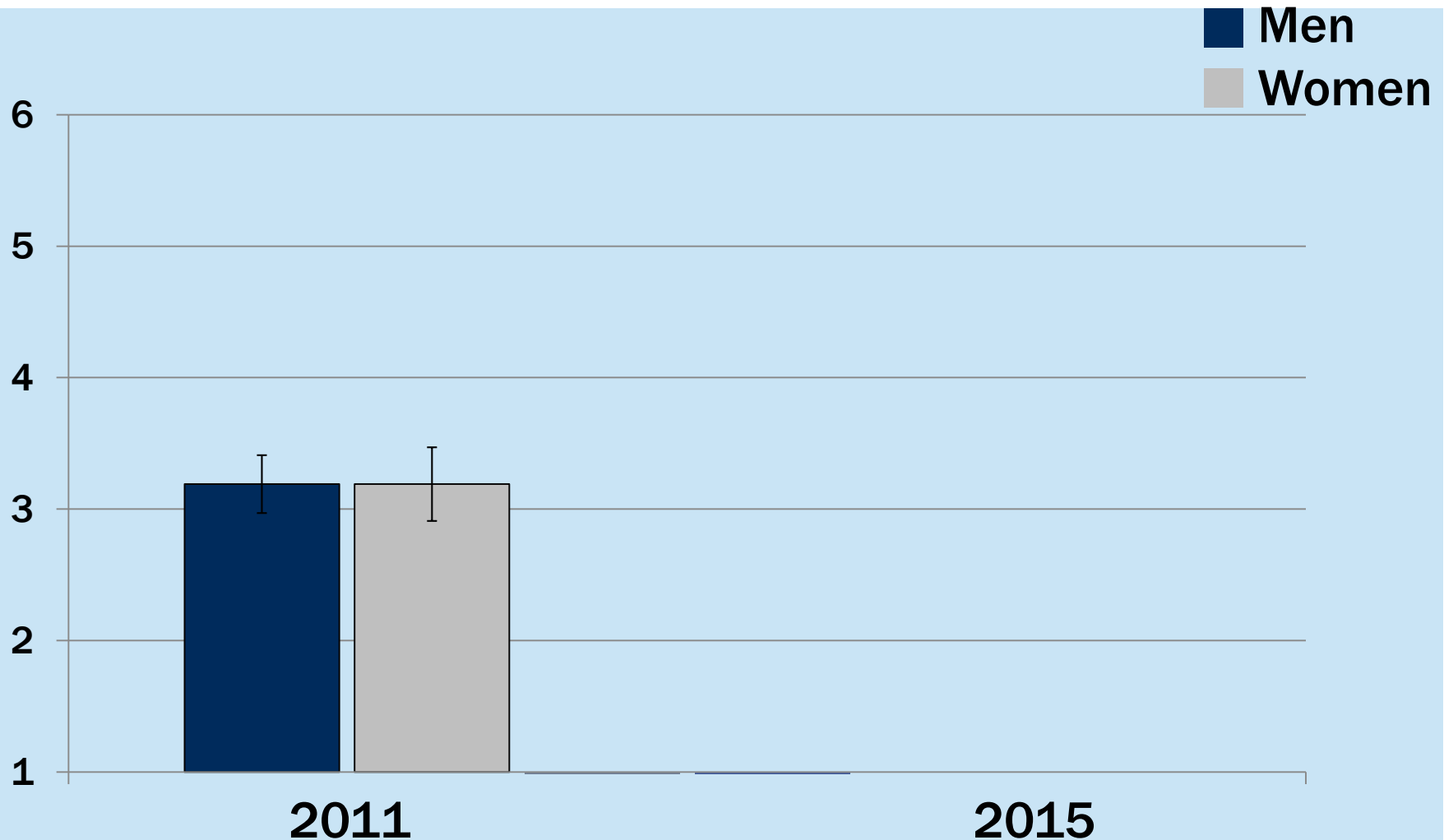
PERCEPTION OF PRE TENURE SUPPORT



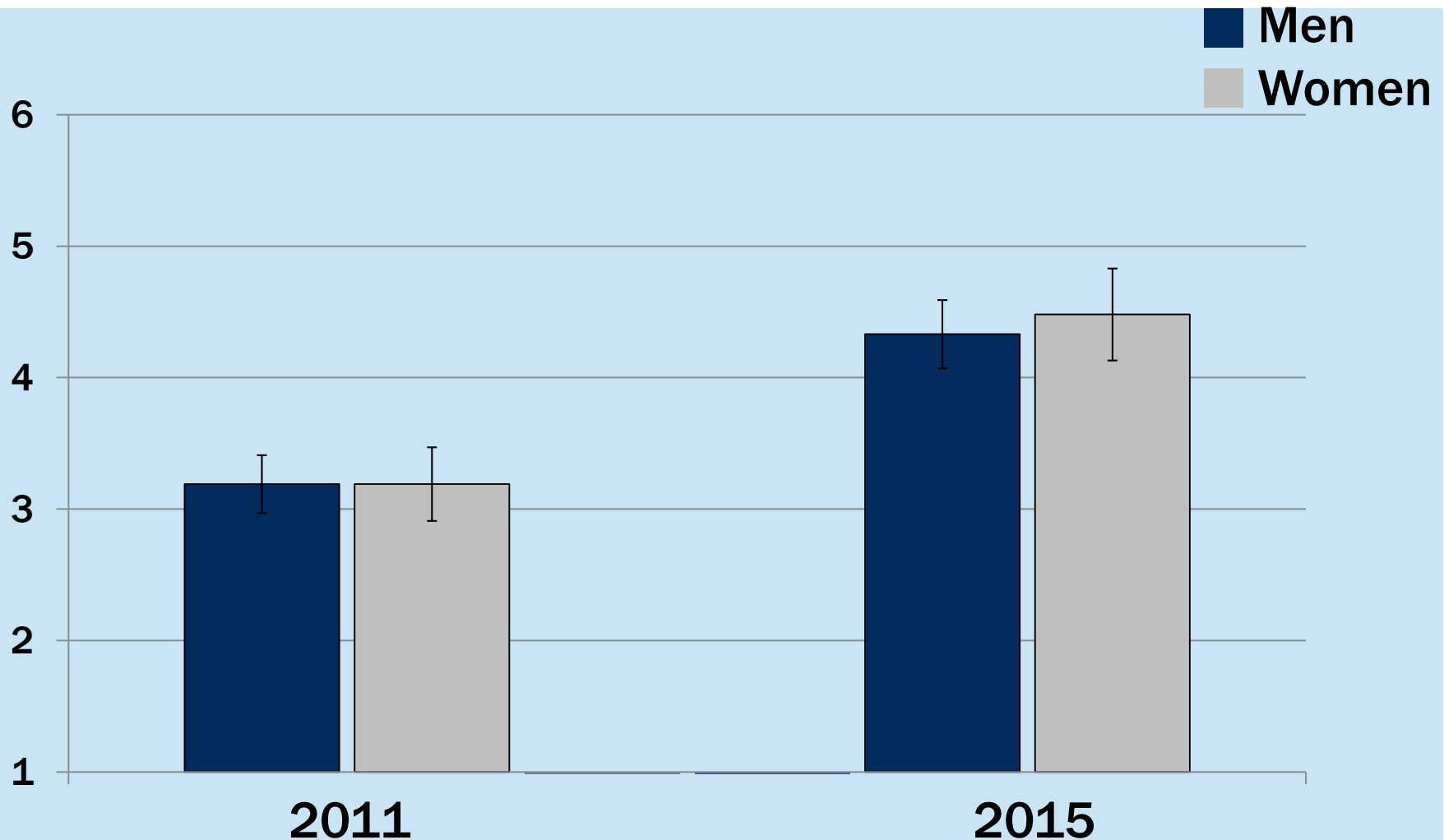
I UNDERSTOOD THE CRITERIA FOR ACHIEVING TENURE



MY DEPARTMENT CHAIR WAS HELPFUL TO ME IN WORKING TOWARD PROMOTION TO FULL



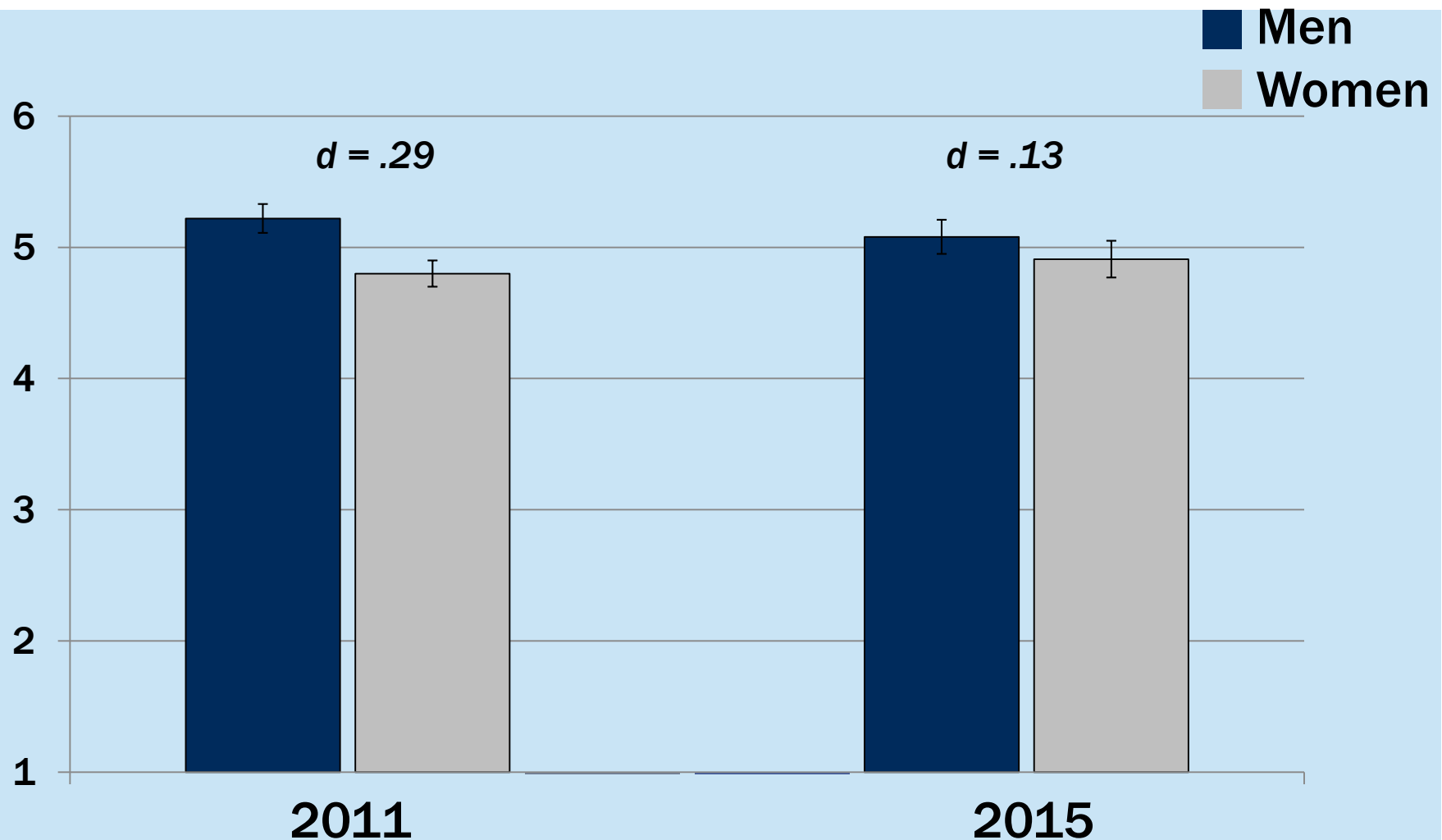
MY DEPARTMENT CHAIR WAS HELPFUL TO ME IN WORKING TOWARD PROMOTION TO FULL



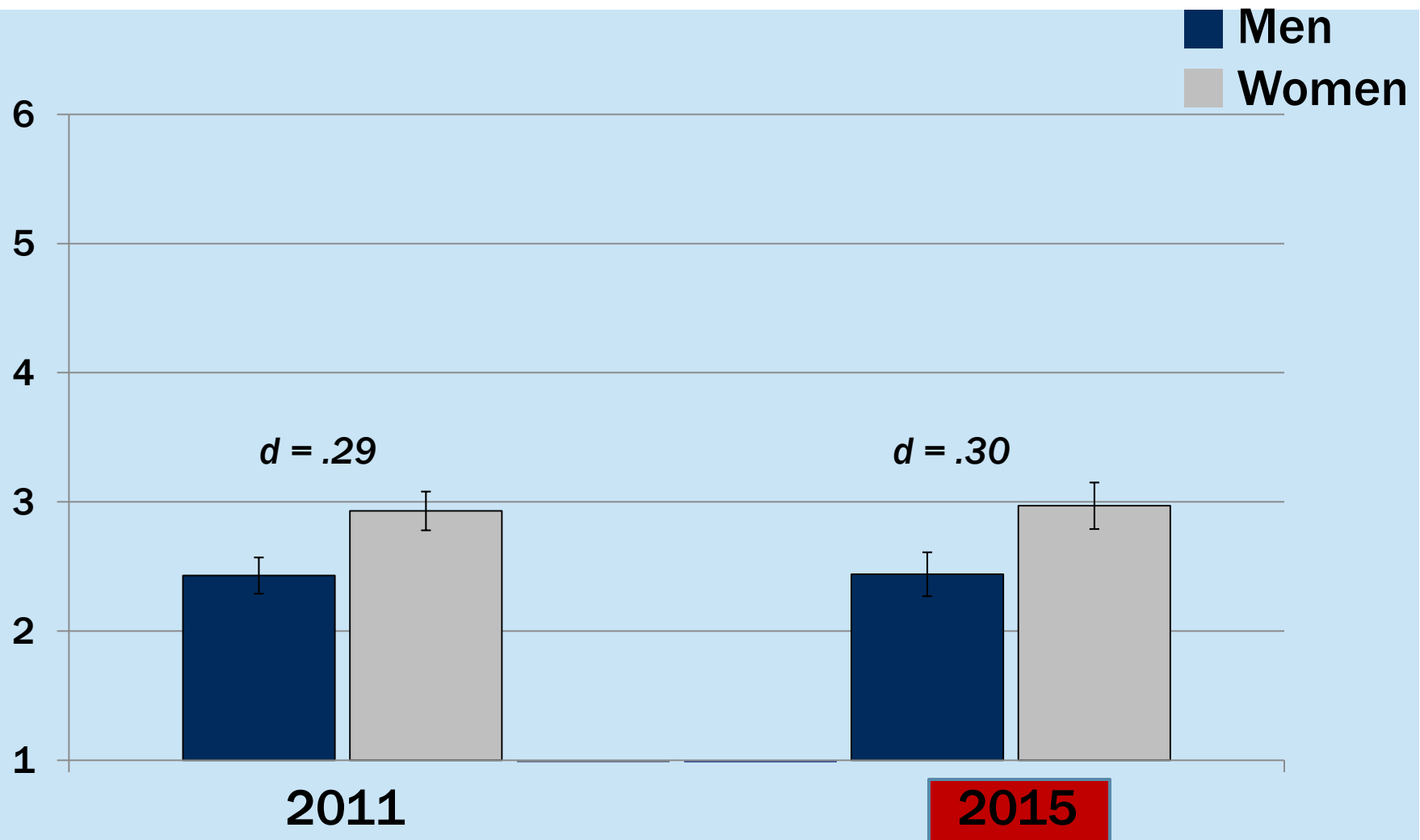
DEPARTMENTAL CLIMATE



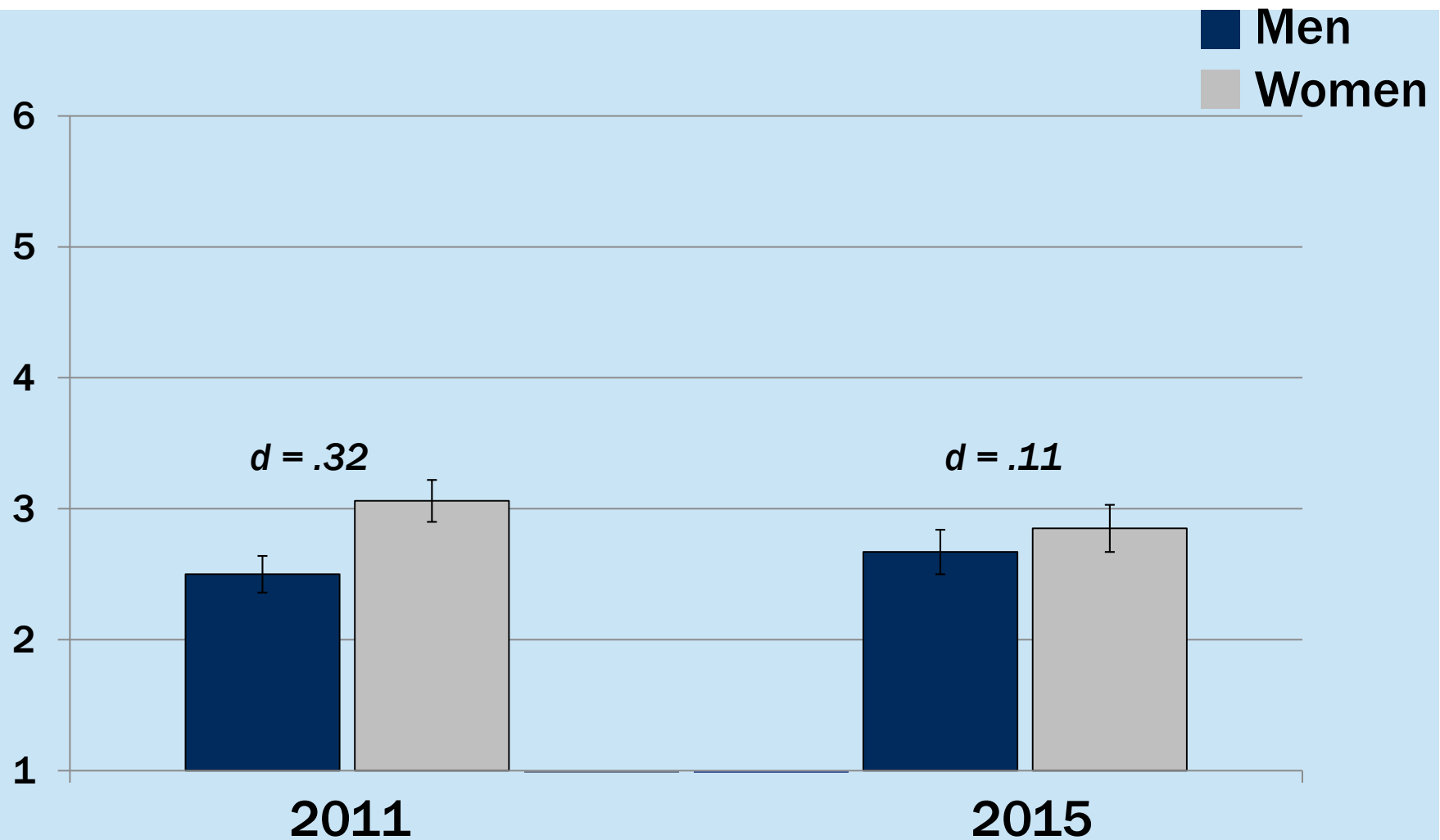
I AM TREATED WITH RESPECT BY COLLEAGUES



I FEEL ISOLATED IN MY DEPARTMENT



I FEEL ISOLATED AT U MAINE



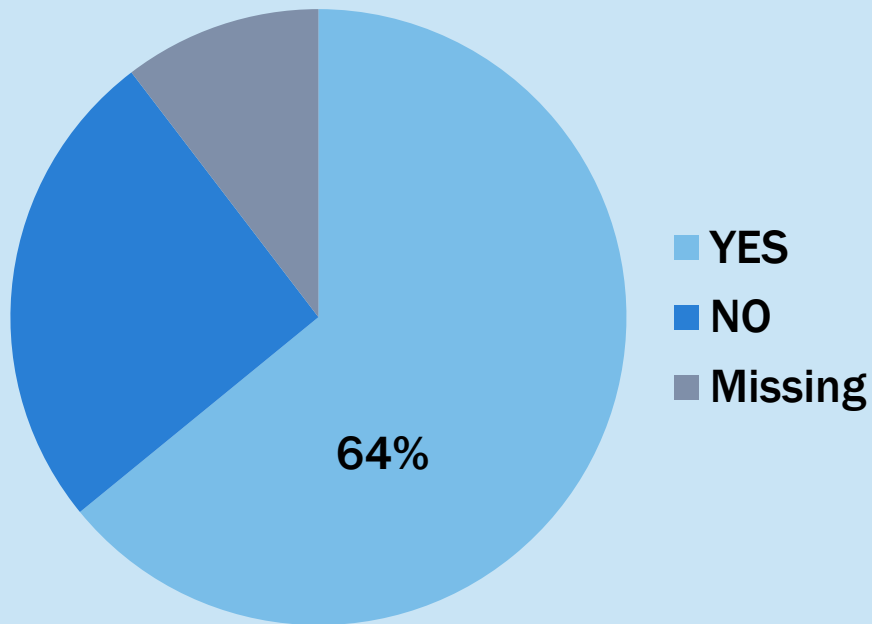
WORK/LIFE BALANCE



WORK-LIFE BALANCE POLICIES

WERE YOU AWARE THAT UMAINE HAS STOP THE TENURE CLOCK POLICIES?

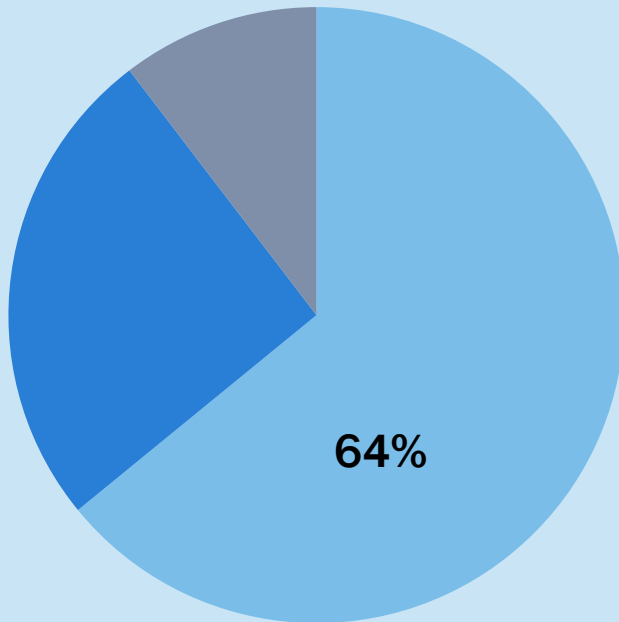
2011



WORK-LIFE BALANCE POLICIES

WERE YOU AWARE THAT UMAINE HAS STOP THE TENURE CLOCK POLICIES?

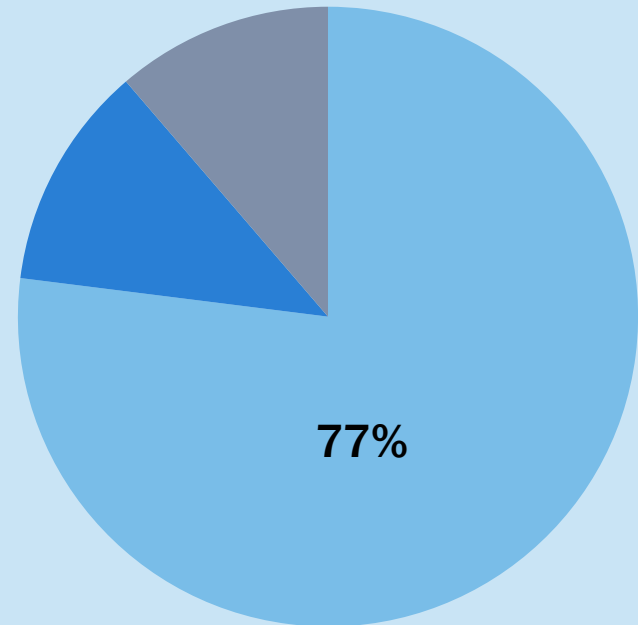
2011



64%

- YES
- NO
- Missing

2015

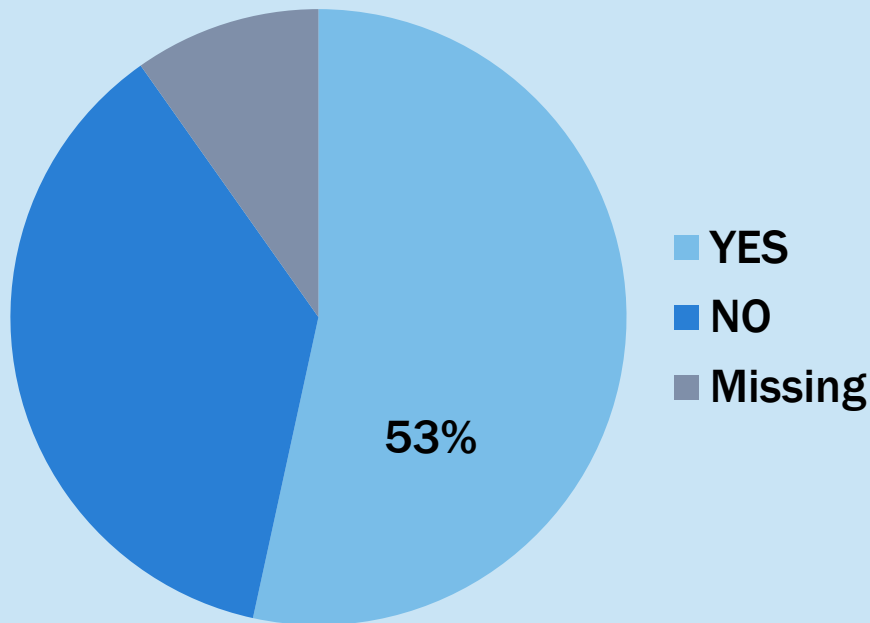


77%

WORK-LIFE BALANCE POLICIES

WERE YOU AWARE THAT UMAINE HAS ALTERNATIVE ASSIGNMENT FAMILY-FRIENDLY POLICIES?

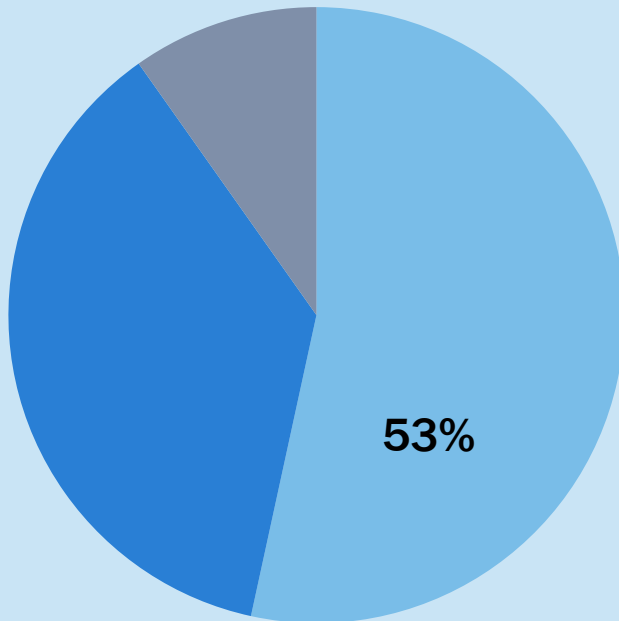
2011



WORK-LIFE BALANCE POLICIES

WERE YOU AWARE THAT UMAINE HAS ALTERNATIVE ASSIGNMENT FAMILY-FRIENDLY POLICIES?

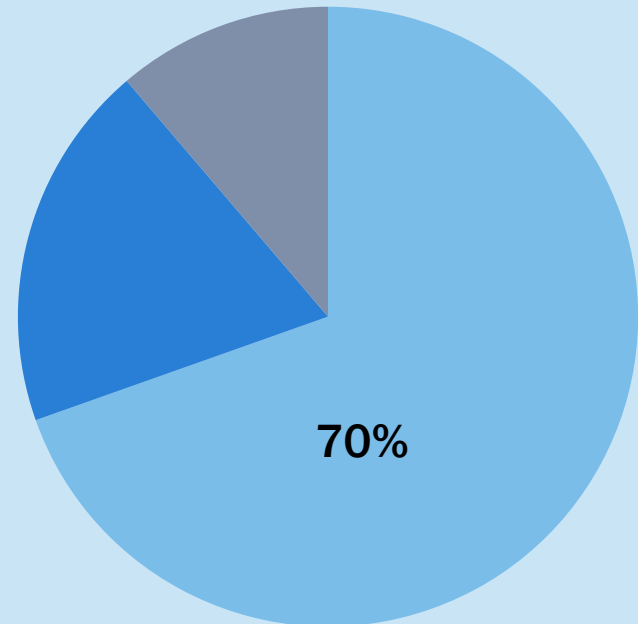
2011



53%

- YES
- NO
- Missing

2015

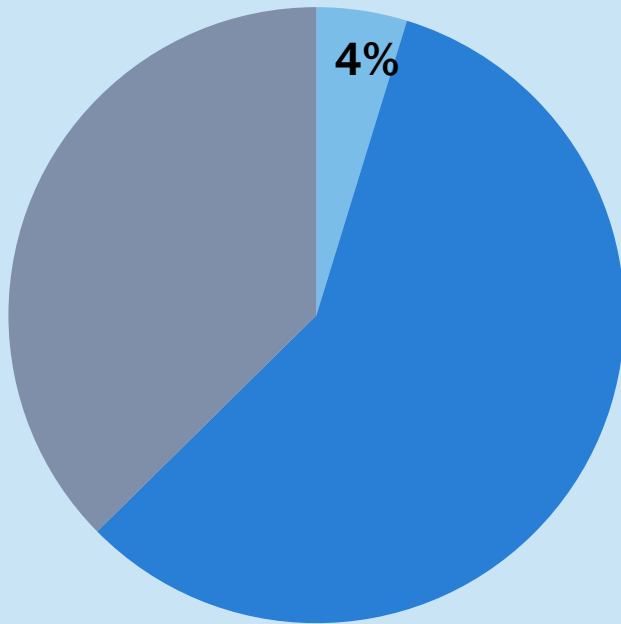


70%

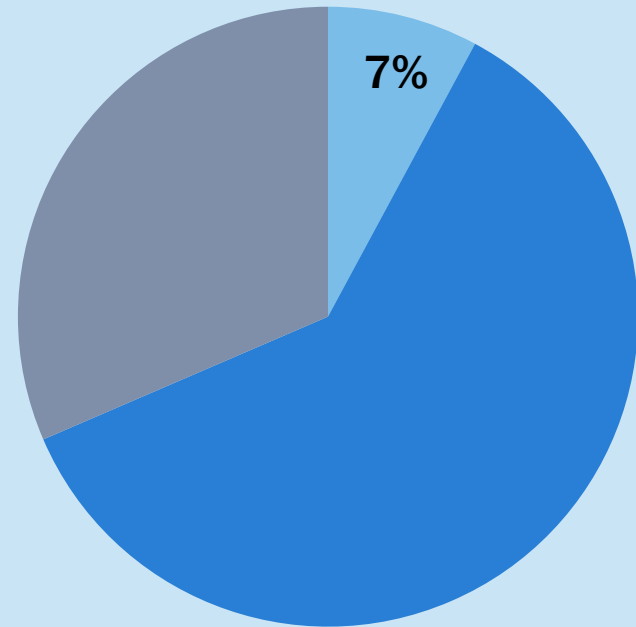
WORK-LIFE BALANCE POLICIES

DID YOU UTILIZE ANY OF THESE POLICIES IN YOUR OWN CAREER?

2011

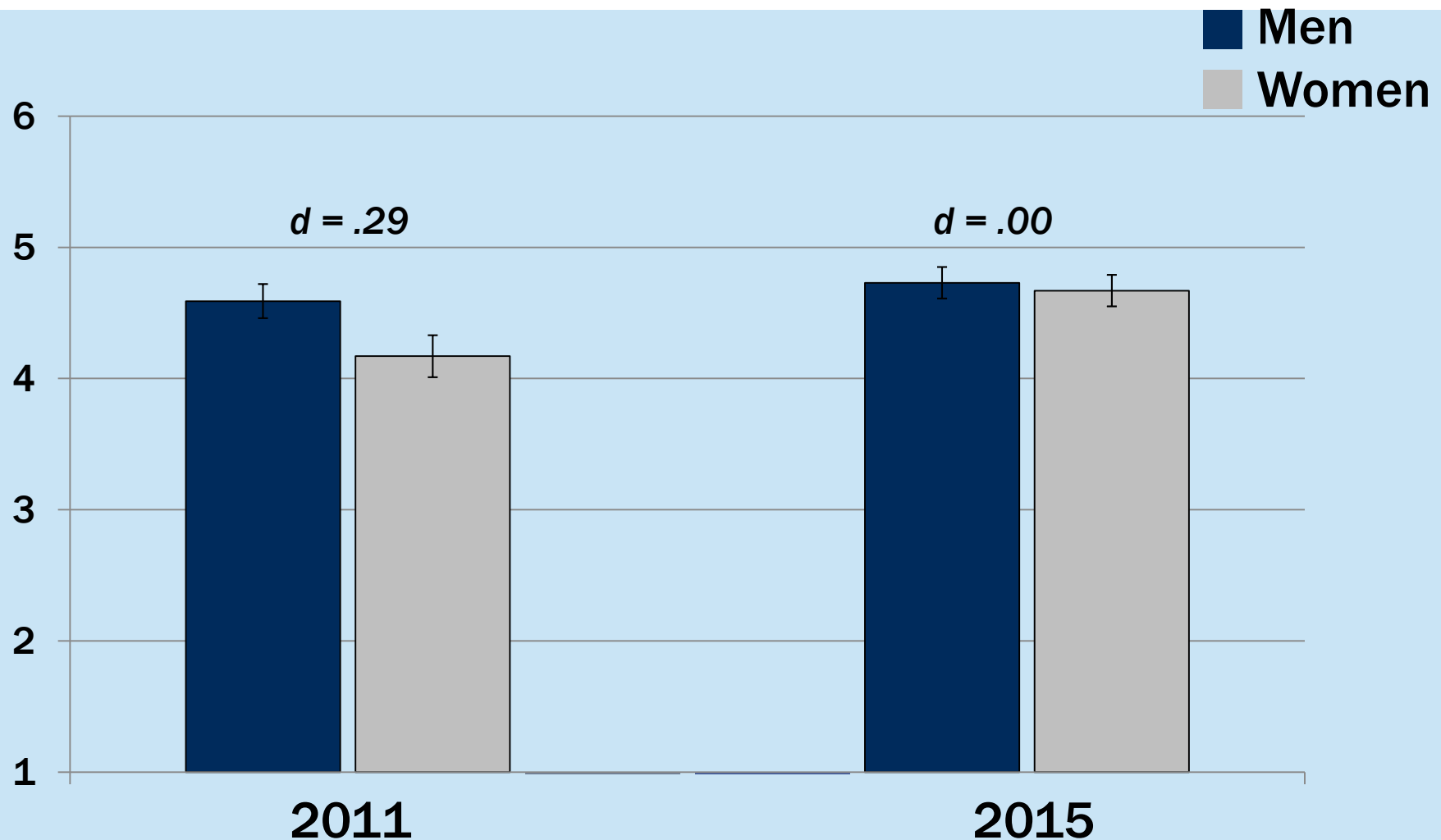


2015

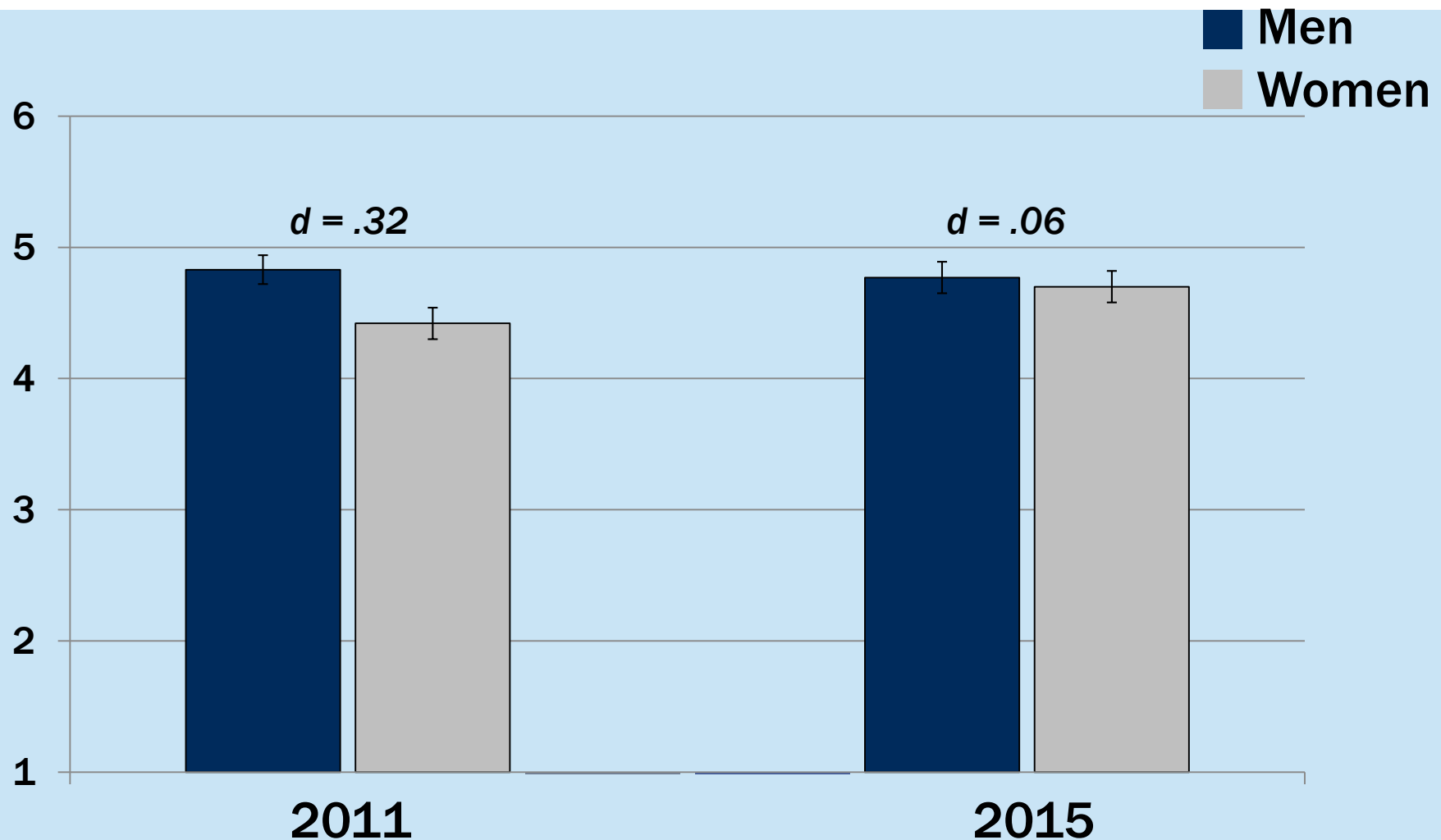


- YES
- NO
- Missing

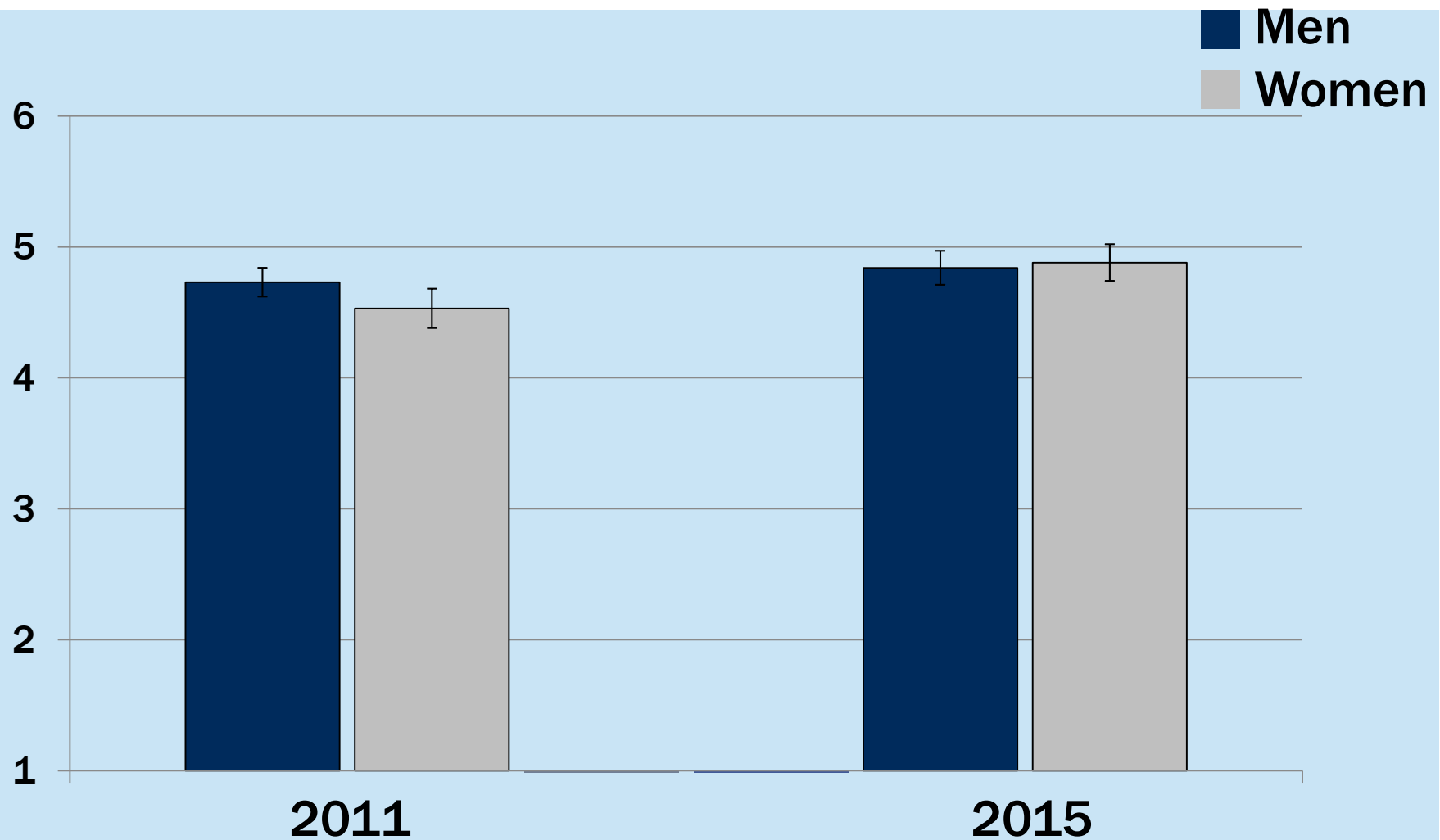
THE DEPARTMENT KNOWS THE OPTIONS AVAILABLE FOR FACULTY WHO HAVE A NEW BABY



MOST FACULTY IN MY DEPARTMENT ARE SUPPORTIVE OF COLLEAGUES WHO WANT TO BALANCE THEIR FAMILY AND CAREER LIVES



THE DEPARTMENT IS SUPPORTIVE OF FAMILY LEAVE

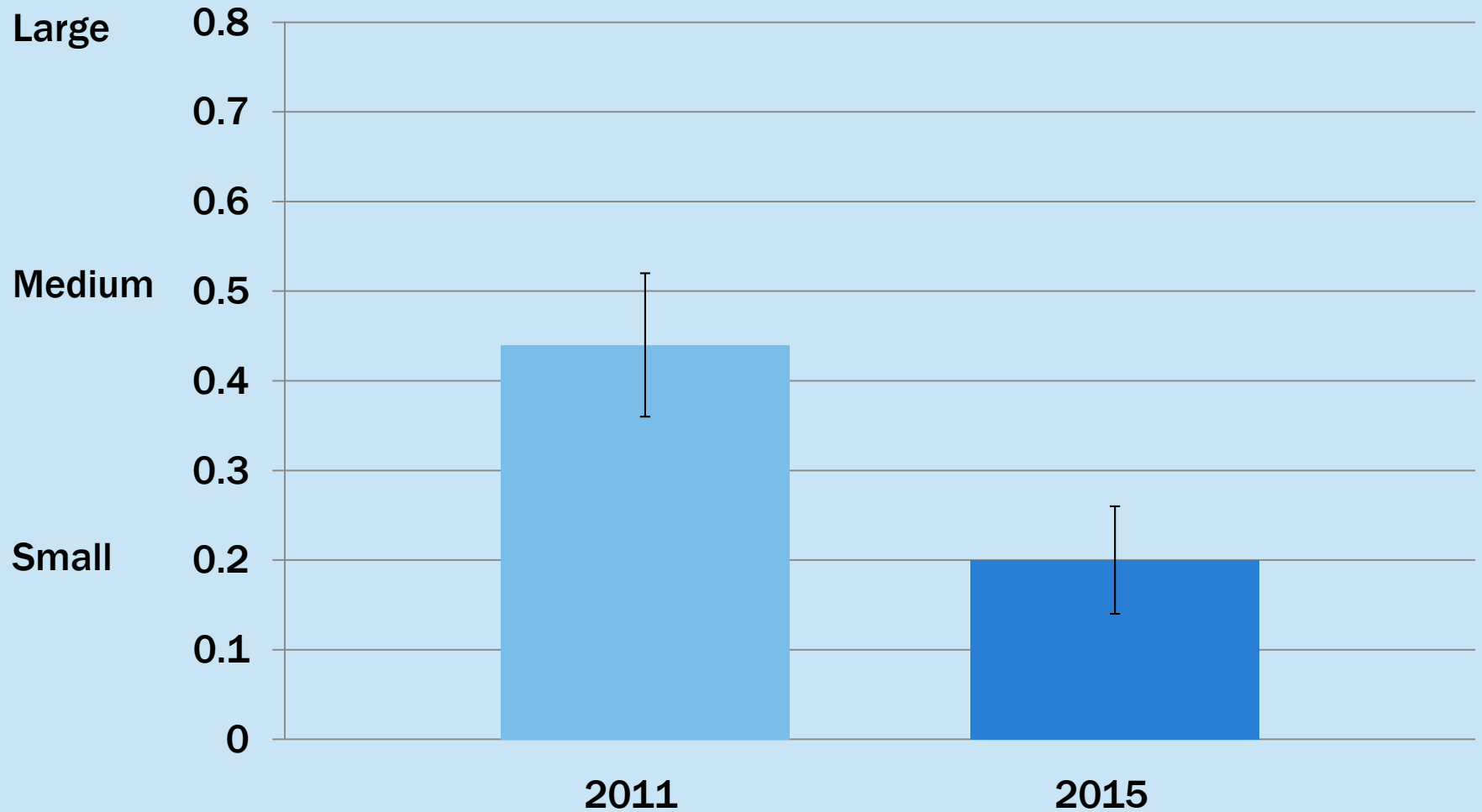


**EFFECT SIZE:
HOW BIG IS THE GAP
BETWEEN MEN AND WOMEN?**



GENDER BIAS

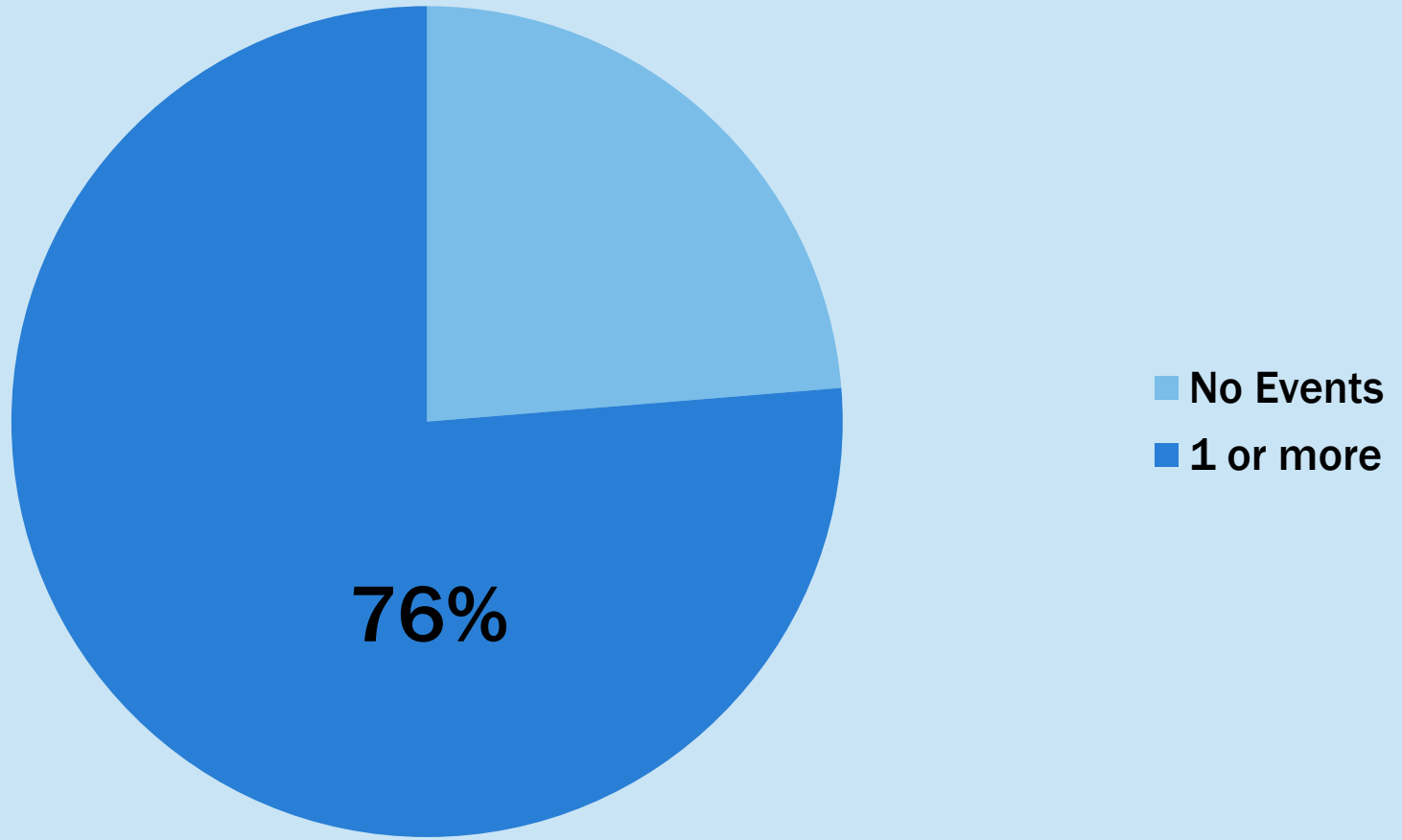
AVERAGE EFFECT SIZE BY YEAR



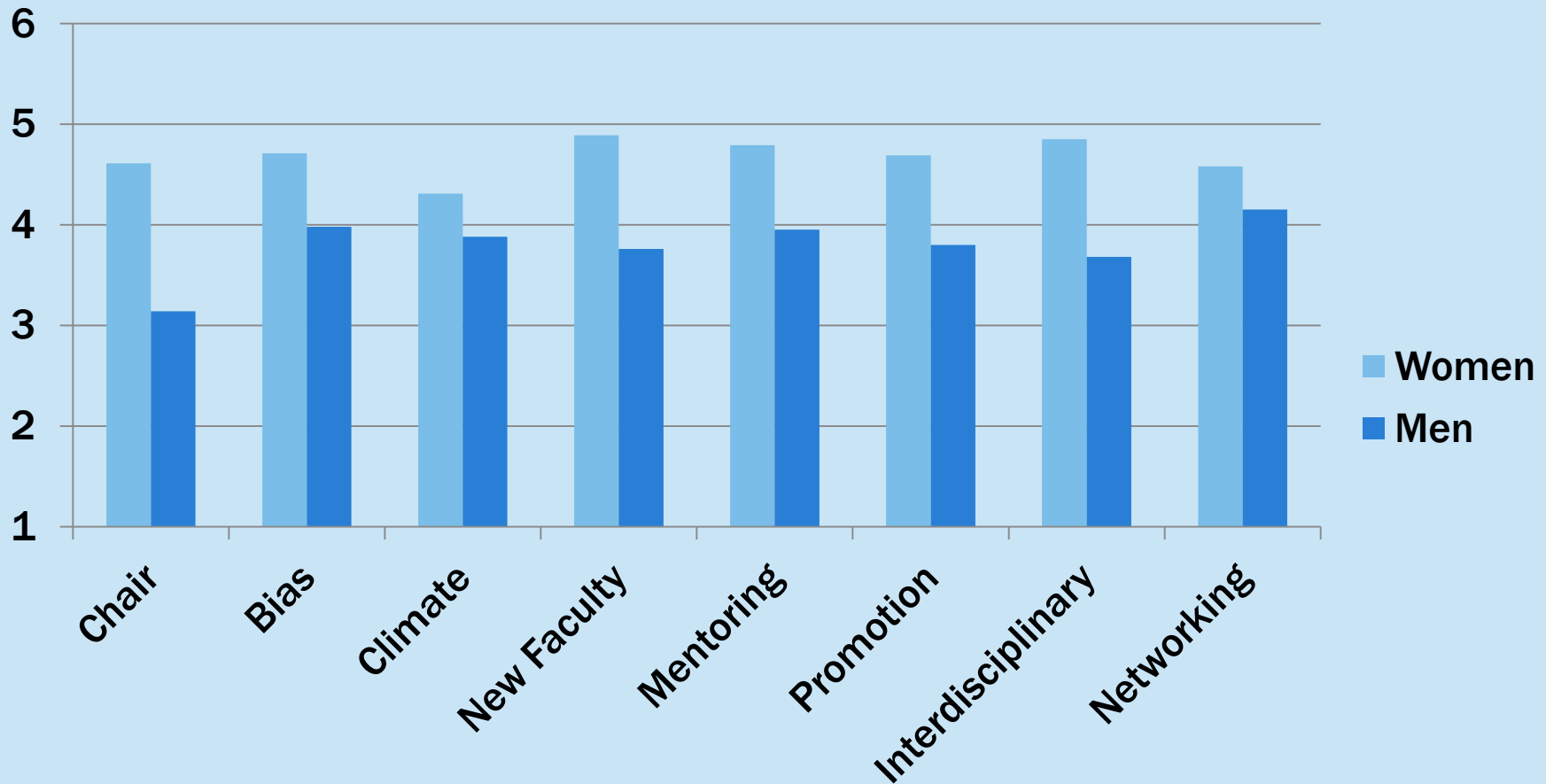
RTC EVENT PARTICIPATION



PARTICIPATED IN AT LEAST 1 RTC EVENT

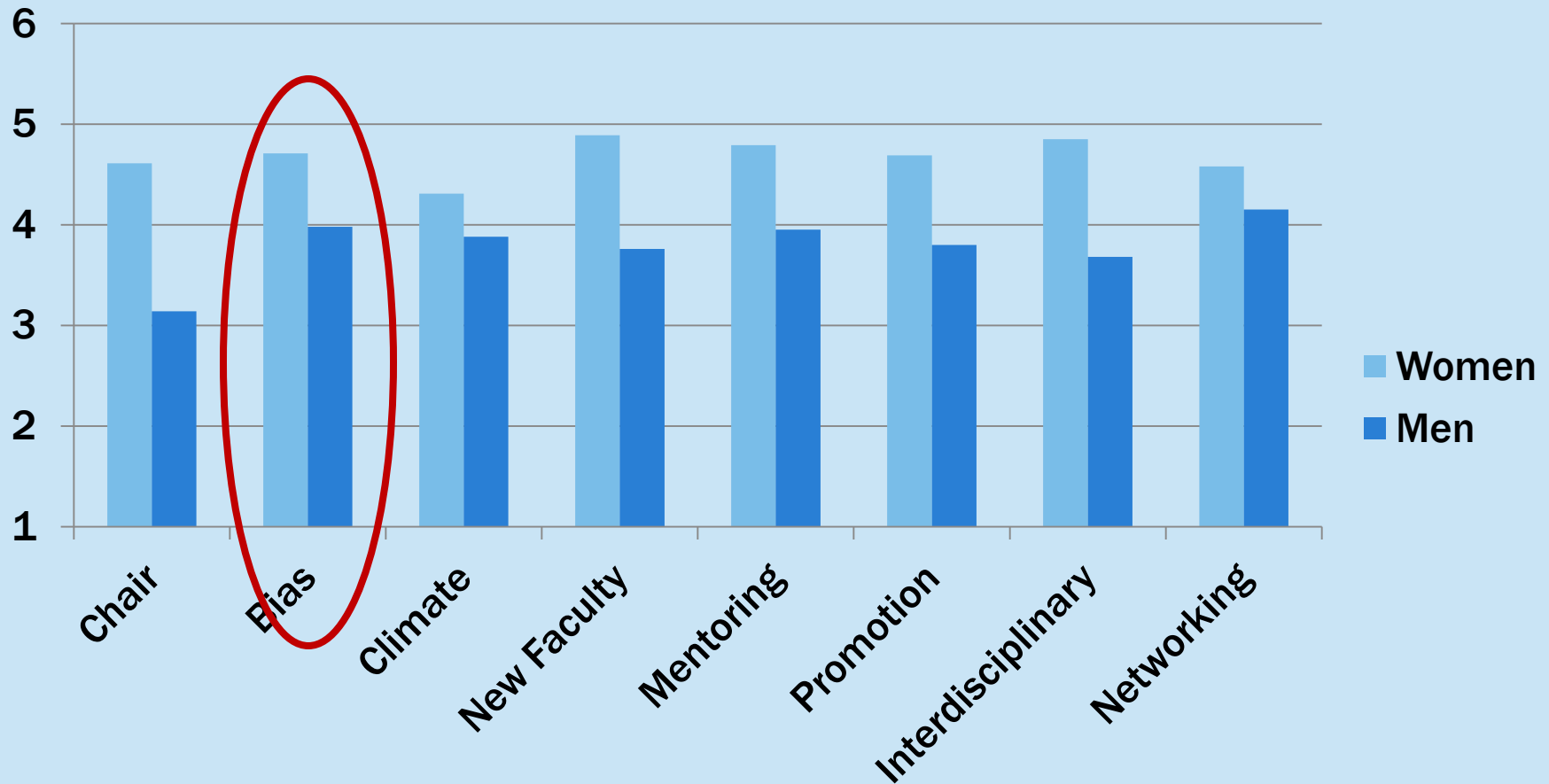


DID ATTENDING THE WORKSHOP IMPROVE YOUR JOB SATISFACTION?

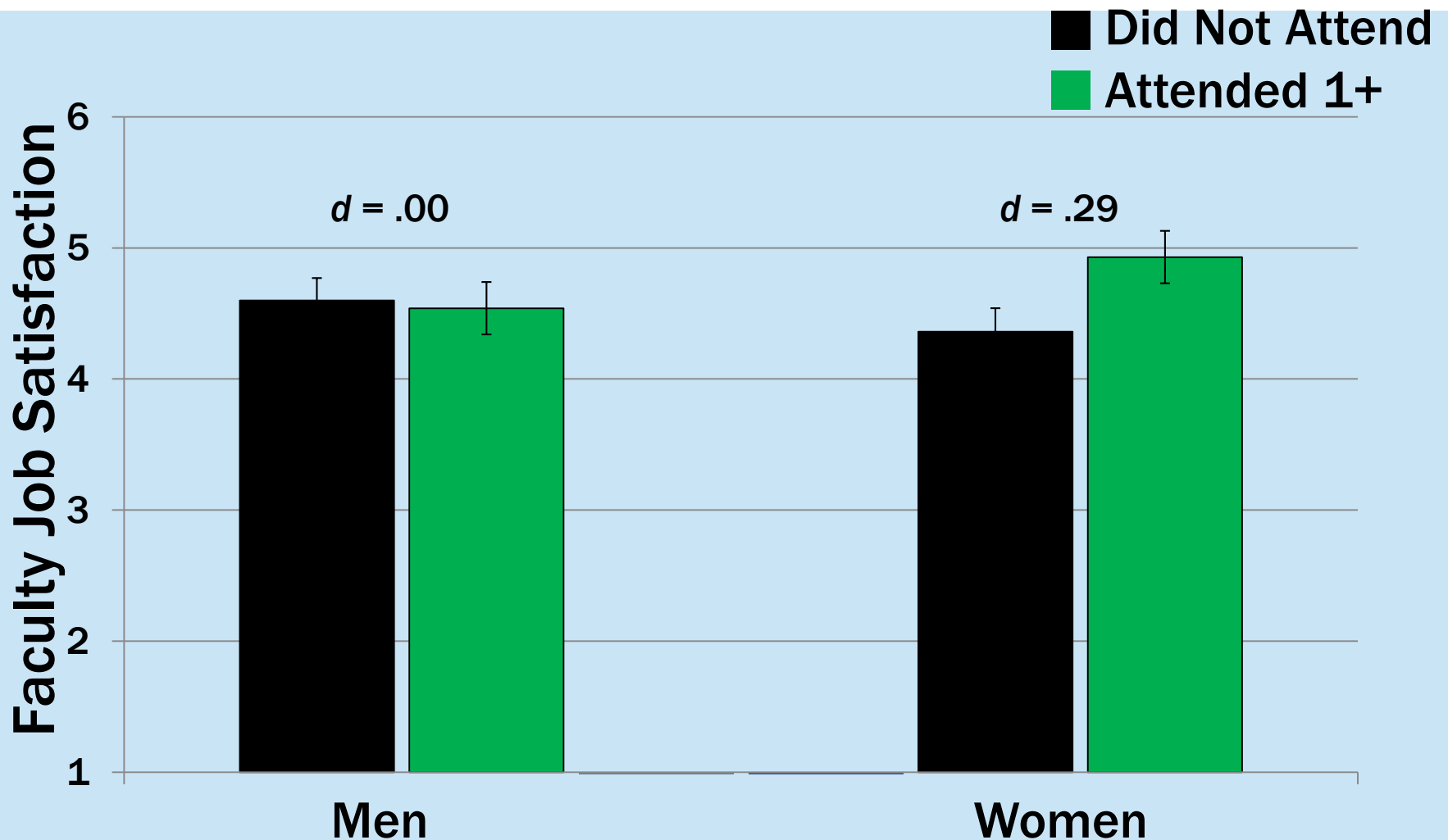


Asked only of "Attendees"

DID ATTENDING THE WORKSHOP IMPROVE YOUR JOB SATISFACTION?



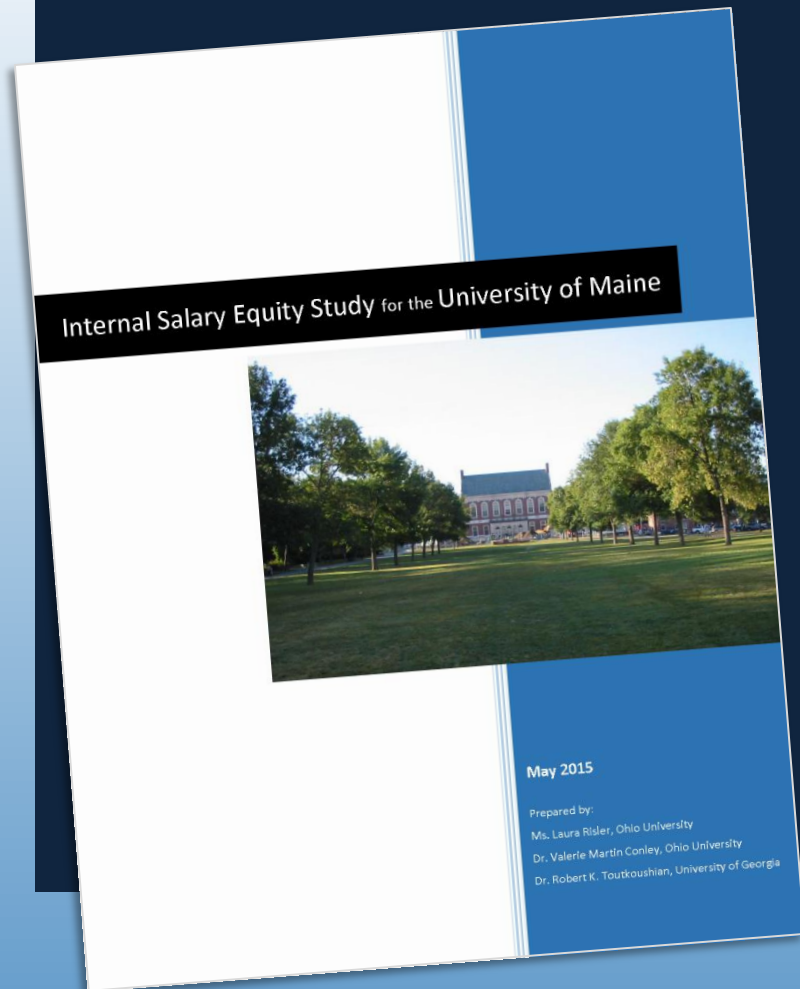
BIAS EVENT PARTICIPATION



SUMMING UP

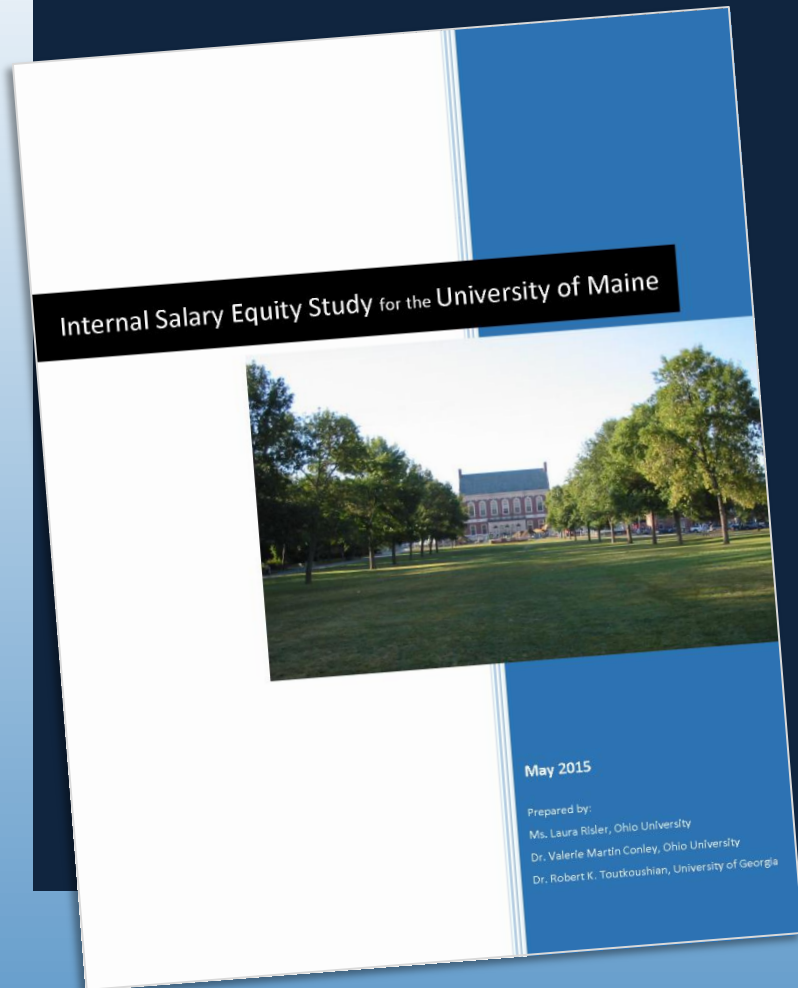
- Reduction by 1/2 in Effect Size for Gender Bias
 - Job Satisfaction
 - Tenure & Promotion
 - Departmental Climate
 - Work/Life Balance
- UM Fiscal Crisis is having more of an impact for Men than Women.
- Bias Workshops were particularly effective for women

UMaine Salary Study



- Question: Is there evidence of gender discrimination in pay for faculty at the University of Maine in the 2011-12 academic year?
- Without controlling for differences such as rank, time in rank, and department, wage gap of 21% found.
 - Male faculty, on average, earn more than female faculty.

UMaine Salary Study

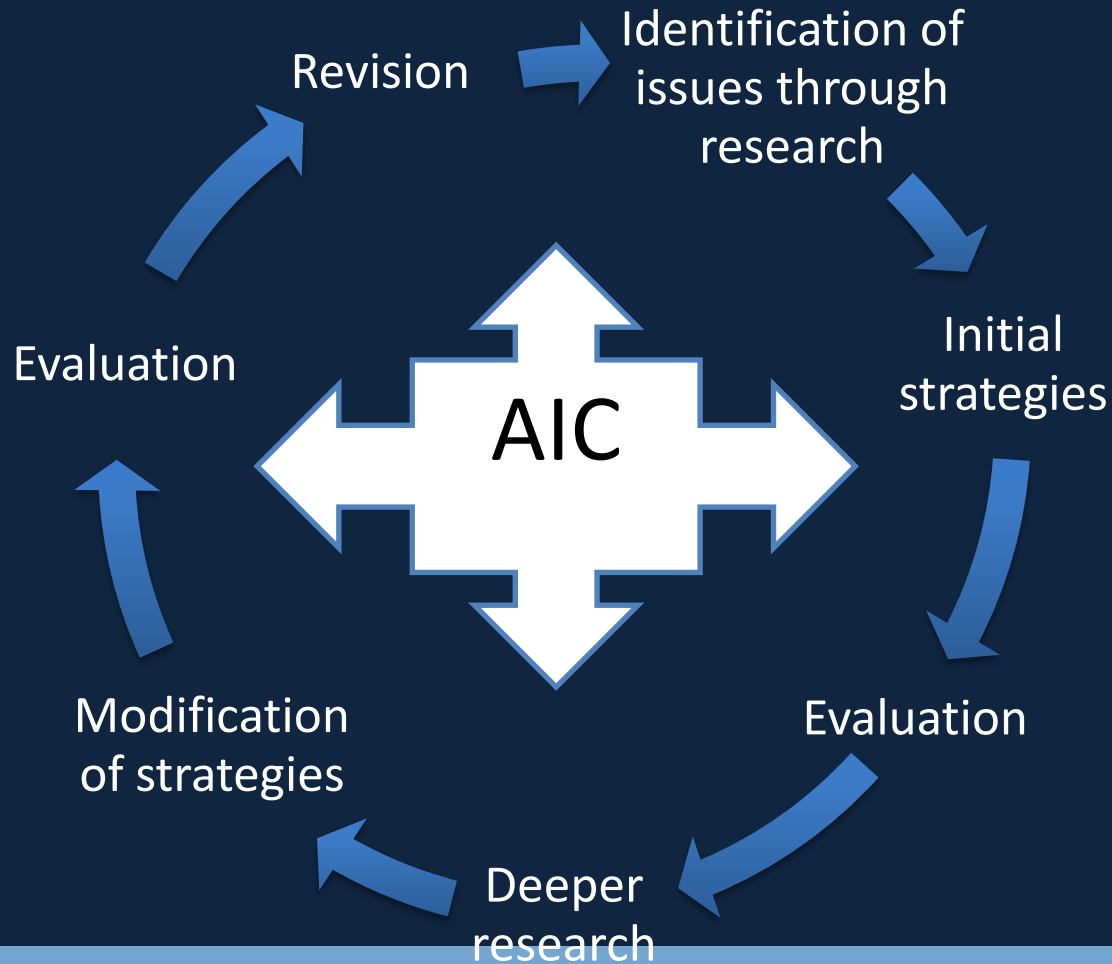


- After controlling for differences in rank, years of experience, departmental affiliation, and time in rank, the remaining gap of 1.9% was not statistically significant.
- Bottom line: “...no clear evidence of a statistically significant unexplained pay gap between male and female faculty at the University of Maine.”

Continuing the Work

- What has the ADVANCE grant experience taught us about what we need to do to continue this work moving forward?
 - The goal of advancing women faculty must be built into UMaine's organizational structure
 - Data must be collected, analyzed, and reviewed at regular intervals; policies, procedures and initiatives need to be responsive to the data
 - Investment in the goals at all levels of the institution - faculty, deans, provost and president, is essential

Continuing the Work: The AIC



Continuing the Work

Provost's Council
Advance Initiative
on Advancing
Council
Women Faculty

Next steps:
Provost's Council on Advancing Women Faculty

The mission of the Council is to advance equality and a diverse faculty workforce by promoting a positive working climate for all faculty. Further, the Council serves in an advisory capacity for the Rising Tide Center

Members:

- Provost
- Rising Tide Center Director
- President's Office, 1 rep
- Vice President for Research
- Academic Deans
- Executive Director of Cooperative Extension
- Faculty, 1 per College
- Equal Opportunity, 1 rep
- Human Resources, 1 rep
- Director of Institutional Research
- Male Advocates & Allies, 1 rep
- AFUM, 1 rep

Provost's Council on Advancing Women Faculty

Council members:

- Share commitment to diversity and to advancing women faculty
- Communicate Council initiatives to represented unit(s)
- Represent home unit(s) and campus community by bringing issues to Council for discussion and consideration
- Review campus data and make recommendations
- Review Rising Tide Center assessment data and make recommendations
- Serve on committees where faculty equality and diversity should be primary considerations (e.g., college and university awards, faculty development, and policy advisory committees)
- Serve on subcommittees of the Council
- Provide input into campus events

Provost's Council on Advancing Women Faculty

- **Executive Committee**

- Provost, Council chair, HR, EO, Subcommittee chairs

- **Subcommittees**

- Data Tracking (ongoing)**

- Stacy Doore (chair), Ted Coladarci, Mike Kinnison, Karen Horton

- Charge: Identify data that the Council should be reviewing to enhance understanding of the recruitment, retention, and advancement of women faculty. Present data patterns and bring recommendations to Council.*

- Gender & Teaching Evaluation Patterns at UMaine (ad hoc)**

- Karen Horton (chair), Ted Coladarci, Stephanie Welcomer, Patti Miles, Jean MacRae, Nuri Emanetoglu, Jasmine Soros

- Charge: Develop guidelines for peer committees and administrators to use when considering student evaluations of teaching that appropriately consider the impact of gender. Guidelines based on published, and other forms of peer-reviewed, literature as well as data from UMaine course evaluations.*

Next steps:
UMaine Rising Tide Center



- In Fall 2016, transition from ADVANCE Rising Tide Center to UMaine Rising Tide Center.
- The UMaine Rising Tide Center's mission is to improve gender equity on campus and throughout our community.
- Created with WRC, new institutional investment, and partnership with WGS Studies.

Next steps:
UMaine Rising Tide Center

UMaine**ADVANCE**

**RISING
TIDE
CENTER**

- Rising Tide Center Director
- Administrative Specialist
- Graduate Assistant
- Undergraduate Assistant
- Rising Tide Professors
 - Selected by each college and Cooperative Extension (funded by colleges)
 - RFP – propose a project
 - 1 to 2 year appointment
 - Serve on Rising Tide Center Advisory Council
- Strong relationship with Women's, Gender & Sexuality Studies

Next steps: Support Women Faculty Development Susan J. Hunter Fund

UNIVERSITY of MAINE
FOUNDATION
OVER 80 YEARS OF ENDOWING EXCELLENCE

April 2, 2015

To: Je
From: Pa
Re: Ne

Recently, the U
accepted the fol
responsible for a

Prog. Code Fur
53283 Pre

If you have any c

c: Amy Blackst
Enclosure

ORON
FALMOUTH

OFFICERS AND BOARD OF DIRECTORS
David M. Austin, *Chair*
Cassell R. Lee, *Vice Chair*
Darryl N. Brown, *Secretary*
Edson L. Morrison, *Treasurer*
Brent R. Slater, *Clerk*
Jon F. Dawson
Malia R. Puentes
Doreen E. Markham

1865 THE UNIVERSITY OF MAINE

ACTION FORM

FUND NAME: President Susan J. Hunter Fund
CAMPUS: University of Maine (Foundation)
FUND TYPE: Restricted
DATE ACCEPTED BY UMS: February 27, 2014
ORIGINAL DONOR:
INITIAL GIFT AMOUNT:

BUSINESS UNIT: UMS05
DEPARTMENT: 5100984
FUND CODE: 20
PROGRAM CODE: 53283 **HUNTERS**

DESCRIPTION, PURPOSE OR USE:
The President Susan J. Hunter Fund was established at the University of Maine Foundation in 2014 for the benefit of the University of Maine, Orono, Maine in honor of Susan J. Hunter, Ph.D., UMaine's first woman president.

The principal shall be endowed and the distributions, as established by the University of Maine Foundation Board of Directors, shall be used at the discretion of the Director of the ADVANCE Rising Tide Center (or its successor program) to contribute to the development of a more diverse workforce at the University of Maine. The distributions will be used to provide opportunities to foster the professional development of faculty members at the University, with a preference for women and under-represented minorities. Distributions could fund initiatives including (but not limited to): tuition and travel support for professional development activities; travel to plan and conduct collaborative research; release time for professional development opportunities; administrative internships; or similar activities.

The Foundation may appropriate for expenditure so much of the Fund as it determines is prudent for the uses, benefits, purposes and duration for which the Fund is established, pursuant to the Uniform Prudent Management of Institutional Funds Act. Principal may be invaded to make annual distributions.

Should it ever become impossible or impractical to carry out the purposes of this fund as described above, an alternative purpose that best fits the donors' intent and wishes shall be designated by the Board of Directors of the University of Maine Foundation in its sole discretion after consulting with the President of the University of Maine.

The Executive Vice President for Academic Affairs and Provost shall administer the distributions from the fund.

Page 1 of 1



Thank You