The Status of Women Faculty at UMaine
Percent female at UMaine: Tenured/tenure-eligible faculty and full professors

- 1984-85: T/TE Faculty - 0.0%
- 1990-91: T/TE Faculty - 5.0%
- 1997-98: T/TE Faculty - 10.0%
- 2003-04: T/TE Faculty - 20.0%
- 2010-11: T/TE Faculty - 30.0%
- 2015-2016: T/TE Faculty - 40.0%

- 1984-85: Full Professors - 0.0%
- 1990-91: Full Professors - 5.0%
- 1997-98: Full Professors - 10.0%
- 2003-04: Full Professors - 20.0%
- 2010-11: Full Professors - 30.0%
- 2015-2016: Full Professors - 40.0%
"was visited by an ad hoc committee of untenured women who voiced a number of concerns including: the devaluing 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
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.")

2000
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

Gender Issues Planning Committee (newdynamics completed a climate survey)

2003

2004

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

2007

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

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

2009

Applied for NSF ADVANCE IT Grant
Principal Investigator: Provost Susan Hunter
An Incomplete Timeline

2009

- 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

- 2015-16 is a no-cost extension year; transitioning from NSF to institutional support
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

<table>
<thead>
<tr>
<th>Growing Families</th>
<th>Family Health</th>
<th>Taking a Leave</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alternative Assignments</td>
<td>Stop the Tenure Clock</td>
<td>Dual Careers</td>
</tr>
</tbody>
</table>
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

<table>
<thead>
<tr>
<th>Number</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>104</td>
<td>New collaborations developed (27 on campus; 77 off campus)</td>
</tr>
<tr>
<td>39</td>
<td>Graduate students supported</td>
</tr>
<tr>
<td>53</td>
<td>New research papers submitted (18 published)</td>
</tr>
<tr>
<td>67</td>
<td>Conference presentations</td>
</tr>
<tr>
<td>33</td>
<td>External grant proposals submitted</td>
</tr>
<tr>
<td><strong>Over</strong></td>
<td>$700,000 external grant funding</td>
</tr>
</tbody>
</table>
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
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
Importantly, demographic representation does not differ by year.
UM FISCAL STRESS
WHAT IMPACT DO YOU FEEL THE UNIVERSITY'S FISCAL ENVIRONMENT HAS ON YOU?

2015

Men
Women
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?

<table>
<thead>
<tr>
<th>Year</th>
<th>Men</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>2011</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2015</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

$d = .29$

$d = .00$
JOB SATISFACTION

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

- Men
- Women

2011

2015

\(d = .55\)

\(d = .06\)
TENURE & PROMOTION
PERCEPTION OF PRE TENURE SUPPORT

Men
Women

$d = .84$
$d = .19$

2011
2015
I UNDERSTOOD THE CRITERIA FOR ACHIEVING TENURE

- 2011: $d = .35$
- 2015: $d = .06$

Bar chart showing comparison between Men and Women.
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

- 2011: d = .29
- 2015: d = .13

Men
Women
I FEEL ISOLATED IN MY DEPARTMENT

\[ d = 0.29 \]

\[ d = 0.30 \]
I FEEL ISOLATED AT U MAINE

Men

Women

$d = .32$

$d = .11$

2011

2015
WORK/LIFE BALANCE
WORK-LIFE BALANCE POLICIES
WERE YOU AWARE THAT UMAINE HAS STOP THE TENURE CLOCK POLICIES?

64%
WORK-LIFE BALANCE POLICIES
WERE YOU AWARE THAT UMAINE HAS STOP THE TENURE CLOCK POLICIES?

2011

- YES: 64%
- NO
- Missing

2015

- YES: 77%
- NO
- Missing
WORK-LIFE BALANCE POLICIES
WERE YOU AWARE THAT UMAINE HAS ALTERNATIVE ASSIGNMENT FAMILY-FRIENDLY POLICIES?

2011

53%

- YES
- NO
- Missing
WORK-LIFE BALANCE POLICIES
WERE YOU AWARE THAT UMAINE HAS ALTERNATIVE ASSIGNMENT FAMILY-FRIENDLY POLICIES?

2011
- YES: 53%
- NO: 7%
- Missing: 40%

2015
- YES: 70%
- NO: 27%
- Missing: 3%
WORK-LIFE BALANCE POLICIES
DID YOU UTILIZE ANY OF THESE POLICIES IN YOUR OWN CAREER?

2011
- YES: 4%
- NO: 76%
- Missing: 20%

2015
- NO: 100%
THE DEPARTMENT KNOWS THE OPTIONS AVAILABLE FOR FACULTY WHO HAVE A NEW BABY

- **2011**
  - Men: d = .29
  - Women: d = .00

- **2015**
  - Men: d = .00
  - Women: d = .00
MOST FACULTY IN MY DEPARTMENT ARE SUPPORTIVE OF COLLEAGUES WHO WANT TO BALANCE THEIR FAMILY AND CAREER LIVES

- d = .32
- d = .06
THE DEPARTMENT IS SUPPORTIVE OF FAMILY LEAVE

Men
Women

2011
2015
EFFECT SIZE:
HOW BIG IS THE GAP BETWEEN MEN AND WOMEN?
GENDER BIAS
AVERAGE EFFECT SIZE BY YEAR

<table>
<thead>
<tr>
<th>Year</th>
<th>Large</th>
<th>Medium</th>
<th>Small</th>
</tr>
</thead>
<tbody>
<tr>
<td>2011</td>
<td>0.8</td>
<td>0.5</td>
<td>0.4</td>
</tr>
<tr>
<td>2015</td>
<td></td>
<td>0.2</td>
<td>0.1</td>
</tr>
</tbody>
</table>
RTC EVENT
PARTICIPATION
PARTICIPATED IN AT LEAST 1 RTC EVENT

76%
DID ATTENDING THE WORKSHOP IMPROVE YOUR JOB SATISFACTION?

Asked only of “Attenders”
DID ATTENDING THE WORKSHOP IMPROVE YOUR JOB SATISFACTION?
BIAS EVENT PARTICIPATION

<table>
<thead>
<tr>
<th>Men</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>Did Not Attend</td>
<td>d = .00</td>
</tr>
<tr>
<td>Attended 1+</td>
<td>d = .29</td>
</tr>
</tbody>
</table>

Faculty Job Satisfaction
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.
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

- Initial strategies
- Identification of issues through research
- Revision
- Evaluation
- Modification of strategies
- Deeper research
- Evaluation

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

- 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
Thank You