

Women Faculty Survey—Summer 2005

AHC SUMMARY

Summary: Full Prof.	6
Assoc. Prof.	5
Assist. Prof.	<u>6</u>
Total	17

Q1 Rate the following strategies for their importance in increasing the success of women in science, engineering, and technology fields:

Female role models in leadership positions

	Essential	V. Important	Important	Slightly Important	Not Important
Full	2	3	1	--	--
Assoc.	2	1	2	--	--
Assist.	2	4	--	--	--

Search procedures that are fair and unbiased

	Essential	V. Important	Important	Slightly Important	Not Important
Full	6	--	--	--	--
Assoc.	3	2	--	--	--
Assist.	2	4	--	--	--

Spousal hiring policies, procedures, and resources

	Essential	V. Important	Important	Slightly Important	Not Important
Full	4	1	1	--	--
Assoc.	1	2	2	--	--
Assist.	--	3	2	1	--

Gender equity in terms of salaries and resources

	Essential	V. Important	Important	Slightly Important	Not Important
Full	6	--	--	--	--
Assoc.	4	1	--	--	--
Assist.	5	1	--	--	--

Well-developed and supportive promotion/tenure mentoring and procedures

	Essential	V. Important	Important	Slightly Important	Not Important
Full	5	1	--	--	--
Assoc.	2	2	1	--	--
Assist.	5	1	--	--	--

Q2 Rate the following potential activities that the ADVANCE proposal could support in terms of their value in promoting the success of women faculty in science, engineering, and technology:

Training programs concerning gender and other bias for search committees

	Very Important	Somewhat Important	Not Important
Full	1	3	2
Assoc.	1	2	2
Assist.	--	6	--

Training programs concerning gender and other bias for university leaders

	Very Important	Somewhat Important	Not Important
Full	5	1	--
Assoc	3	2	--
Assist	3	3	--

Leadership training for women faculty

	Very Important	Somewhat Important	Not Important
Full	6	3	--
Assoc.	3	2	-- (1 no ans.)
Assist.	5	1	1

Scholarly analysis and discussion of status of women faculty at UM

	Very Important	Somewhat Important	Not Important
Full	2	4	--
Assoc	3	2	--
Assist	2	3	1

Small grants or emergency funding to support women faculty at key junctures in their careers

	Very Important	Somewhat Important	Not Important
Full	3	2	1
Assoc.	2	1	2
Assist.	5	1	--

Programs that help new faculty prepare for tenure or senior faculty reinvigorate their careers

	Very Important	Somewhat Important	Not Important
Full	5	1	--
Assoc.	2	3	--
Assist.	5	1	--

Comments

Full Professors:

Teaching women how to negotiate. Flexibility in hours without penalty for the woman. This is especially frustrating when both parents are in academia, yet only the woman is penalized.

Internship opportunities that give women insights into different administrative positions. Access of women to high-level search committees so that they can groom themselves for being on the other side of the table as a candidate.

Getting women interested in these fields in the first place, i.e. as undergraduates or even before. But really attentive mentoring has to be the most important for any faculty member's success.

Time-off-the-clock tenure policies; workplace flexibility to accommodate family needs.

Workshops that let women share their negative experiences; have them documented and shared with university leadership. At least one very high member of AHC administration seems to be a huge misogynist, for example...

Small grants to female graduate students and postdocs can help at key times.

There is no support (or encouragement) for senior faculty to retool to administrative staff when they burn out of the research track. We need a broader definition of what a successful senior faculty member is and investment into training for faculty to fill these equally important roles

Availability of great local childcare without any waiting lists; preference for faculty children in the St. Paul gym's summer youth programs. These currently fill up so fast your kids don't get in unless you reply by the day after the announcements go out. Training in managerial skills for running laboratories, personnel management, hiring/firing, assessing student skills, prioritizing service tasks, etc. These time-consuming things sap a young faculty member's time without their being aware that it's gone. Wrong staff decisions can be very costly.

Spousal hiring support.

Associate Professors:

Fair and equitable distribution of teaching, advising, and mentoring duties among faculty within a department.

Supportive of the female role as primary caregiver to children.

Availability of on-site childcare.

Some women faculty may feel isolated in their departments and may not have opportunities to develop collegial relationships with women faculty in other departments. At times, one would rather confide in a member of another department rather than a colleague in one's own department. Suggestion: Provide mechanisms for informal social and academic interactions with women science faculty at the university. e.g., discussion groups, brown-bag lunches ...

Training programs for graduate students

Assistant Professors:

I would like to emphasize the importance of mentoring for junior women faculty. Unfortunately, I realize this is not something that can necessarily be 'legislated'. Decreasing the power and influence of 'old boys' networks' is also essential.

A professional culture that values teaching and mentoring would be a big improvement over the present situation (in the AHC at least) where the only thing that seems to matter is the bottom line.

Having sat on two search committees, I think that one of the major reasons there are still relatively fewer junior women faculty is that many women leave science after postdoc. Having some mechanism to help/guide/mentor women postdocs when they are at the critical career transition would be a great long-term investment. Although there is undoubtedly still some bias in the higher ups, I don't think it is the major deciding factor in women's success. I think the biggest problem is getting good, strong, straightforward advice on how to balance teaching/research/service and personal life.

Programs/meetings for women already in the process of a career in science or interested in career in science to gather and share stories or provide helpful guidance. I would like to be assigned a woman career mentor in the AHC (not necessarily in my dept or college). I do not have this at the moment, but I seek them out.