

Significant Findings from NSF EFFORT@RIT Study

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Barriers identified for the recruitment, retention, and advancement of women STEM faculty at RIT include issues related to *career navigation, climate, and work/life balance issues*.

Women Faculty - Coming and Going

- The current representation of **women STEM faculty applicants** is below national pool availability.
- **Upon hire**, women faculty receive less credit towards tenure and are less likely to be hired at a rank above Assistant professor.
- The current representations of **women STEM faculty** are below national averages.
- **Women leave** the faculty at a rate nearly twice that of their male colleagues with a high dependence on college. Based on hire data from 2002-2009, in determining how many are no longer employed at RIT as of October 2010 (all termination reasons considered except deceased), of the 87 female faculty hired 27.59% (or 24/87) left as compared with 14.37% (25/174) of male faculty.

Salary Study

- A **faculty salary study** motivated by this research preceded salary adjustments made in 2010.
- The resulting **gender average salary gap** was
 - reduced for assistant female professors from 4.86% to 4.14%
 - reduced for female associate professors from 5.99% to 3.17%
 - increased for female professors from 5.97% to 7.79%
- When surveyed, 62% of female faculty respondents view men within their departments as receiving **preferential treatment in regards to compensation** compared with 9% of male faculty who view females as receiving preferential treatment in compensation.

Career Advancement

- 32% of female T TT STEM faculty **do not have a terminal degree** compared to 22% of the males.
- From 2006 - 2010, there was **no significant difference in the tenure denial rate** and within the largest STEM colleges there was **no significant difference in time in rank** at assistant professor.
- When surveyed, 16% and 22% of female faculty respondents view men within their departments as **receiving preferential treatment in regards to the tenure and promotion processes**, respectively. This is compared with 8% and 9% of male faculty who view females as receiving preferential treatment in tenure and promotion, respectively.
- A higher percentage of males (60.5%) than females (51.6%) have been asked to serve in a **leadership role** at RIT over the previous two years.

- When surveyed, 41% of female faculty respondents view men within their departments as receiving **preferential treatment in regards to career advancement and leadership** (12% of male faculty view females as receiving preferential treatment).

Risk to Promotion/Tenure

- Males agree more strongly than females that they are free to pursue their scholarship/research **without compromising their position** for promotion/tenure:
 - 58.5% of females and 70% of males agree
 - 27.9% of females and 17.4% of males disagree

Mentoring

- 30% of female faculty report having a **mentor**, compared to 18% of male faculty ($p < 0.01$).
- Among survey responses, 60% of females and 35% of males do **view support for mentoring** junior faculty to be of significant value in improving the overall quality of faculty work/life balance at RIT.

Climate Issues and Isolation

- Male responses indicate a **more positive department** view than female responses.
- Males' view of their department on a whole is more friendly, diverse, respectful, and non-sexist than females' view of their department.
 - 66% of females view the department as **friendly** compared to 74% of males.
 - 49% of females and 62% of males consider their department to be **diverse**.
 - 61% of females and 65% of males view their department as **respectful**.
 - The department is viewed as **non-sexist** by 62% of females and 81% of males. Conversely, 18% of female respondents and 6% of male respondents feel the campus tends toward being **sexist**.
- **Variability exists** in the representation of women faculty members in STEM departments with 50.0% (17/34) of academic STEM units in 2010 including a representation of female T TT faculty below 20%, often referred to as a *critical mass threshold*.

Work/Life Balance

- Women faculty report **higher levels of stress**, on average, than men in:
 - managing household responsibilities (36% compared to 16%)
 - child care issues (34% compared to 14%)
 - health of family members (25% compared to 16%)
- More female faculty agreed that their **career has been slowed** by personal responsibilities (50% of women compared to 23% of men). More females agreed that they often **forego personal activities** for professional responsibilities (66% of women compared to 47% of men) and **forego professional activities** for personal responsibilities (38% of women compared to 26% of men).

Faculty Apportioned Time and Satisfaction

- Faculty were asked to estimate how they **apportioned time** at work across several given domains of activity. The figures entered could differ from the formal terms of appointment. Percentages were selected which summed to 100%.

- Based on responses from 174 female faculty and 357 male faculty the following **gender-based differences were observed**:
 - Males report **spending more time** engaged in
 - scholarship/research (21% of time vs. 18.2% of time)
 - service to their discipline (6.7% vs. 5.3%)
 - Females report **spending more time** engaged in
 - teaching (50.8% vs. 46.2%)
- When asked how satisfied they were with this distribution:
 - 50.0% of women respondents were **dissatisfied with their distribution** compared to 31.9% of men.
 - 39.3% of male respondents were **satisfied with their distribution** compared to 26.2% of females.
- **Higher satisfaction** is more likely for Professors than for Assistant Professors and less likely for STEM faculty than for non-STEM.
- **On average, males are more satisfied** than females with their distribution of time, overall research/scholarship, and quality of long range career map/plan, and position overall.

Satisfaction

- When asked how satisfied faculty were with the following dimensions of their professional career:
 - Position overall: All things considered, how satisfied are you with your position?
 - 57.1% of females and 63.8% of males were **satisfied** (not statistically different). However of those reporting **very satisfied**, there was a statistical difference along gender lines (16.0% of women and 24.0% of men).
 - 20.6% of females and 15.6% of males were **dissatisfied** (not statistically different).
- Although *climate* and *work/life balance* issues are identified as barriers for women faculty at RIT, **overall satisfaction** with one's faculty position **for both sexes** is more **closely linked to their perception of value and influence** ($R^2 = 60.3\%$) as opposed to *climate* ($R^2 = 20.8\%$) and *work/life balance* ($R^2 = 13.1\%$) measures.
- The *value and influence* measure had R^2 values of 58.2% for females and 61.4% for males (equally valid for men and women). Set of survey questions used to create the *value and influence composite score*:
 - Sense of being valued by unit/department and upper administration
 - Level of social interaction with colleagues in dept.
 - Solicitation of opinions about scholarship
 - Satisfaction that one's research is on track for career advancement and with one's long range career plan
 - Amount of influence in the unit/department over obtaining a desired teaching schedule