Gender Equity Report

• Timeline

  – Gender equity workshop, May 18-20, 2008
    • Organizing committee: Bonnell, Farkas, Robertson, Rockett, Sinnott, Yang
  – Report includes two pages of “recommendations” and “recommended follow up”
  – Reports by Angus Rockett, November 2009
    • First report mostly concerned with ideas for “family friendly” policies; ends with questions about UMC’s role.
    • Second report summarizes workshop; ends with “action items” for UMC.
...from Rockett’s summary

- There should be a follow up process to determine what additional changes need to be made to accelerate progress in gender equity.
  - Doing this here.
- Departments should strengthen documentation and enforcement of procedures.
  - One report of specific documentation in place.
- Departments should strengthen mentoring of junior faculty.
  - Two reports of strengthened efforts at mentoring junior faculty.
- Departments should raise awareness of gender bias and work to eliminate hostile attitudes.
  - Nine departments reported increased awareness and specific efforts to reduce inequities.
…from Rockett’s summary

- A new type of training session should be developed that would be more effective in conveying the facts and consequences of gender bias.
  - No change made in this area.
- The UMC should establish a certification of “family-friendly” or “gender equivalent” institutions.
  - Appointment of a committee to study this is in progress.
- Novel approaches to adjusting job responsibilities of faculty, staff, and students to permit them to deal with family/life issues are needed that do not carry stigmas.
  - No change in this area.
- Faculty and national laboratory staff need to promote the benefits of their careers to women.
  - At least two departments report a change in this area.
...from Rockett’s summary

• Samples of changes made:
  ▫ Establishment of an ADVANCE program on campus.
  ▫ Increased consideration of “non-professional” responsibilities and mentoring with these.
  ▫ Best practices in recruiting women and other policy documents in place.
  ▫ Sabbaticals, maternity leave, and stopped tenure clocks for women faculty
  ▫ Increased diversity on search committee.
  ▫ Faculty meetings scheduled during normal business hours.
  ▫ Increased mentoring of female faculty.
  ▫ An internal workshop on gender and race sensitivity and behavior in the classroom at one institution.
My thoughts…

• Huge amount of activity by committees (campus, college, department) and ADVANCE teams.

• Many valuable ideas are being implemented. Much of this activity is (appropriately) at the campus or college-level.

• The Department level is, of course, where things really have to change but still unclear what UMC should be doing to facilitate change.
View from Urbana

• University of Illinois recently ranked as one of top 15 research universities “most friendly to junior faculty”.
• Katehi (now chancellor at UC Davis) was influential as provost in improving searches and promotion.
• College of Engineering is still at the “committee report” stage.
• MatSE at Illinois funded a new named lecture, “Racheff lecture”: D. Bonnell (2010), E. Williams (2011)